GSA

GENERAL SERVICES AGENCY

ORIGINAL

(Ahensian Setbision Hinirat)
Government of Guam

148 Route 1 Marine Drive, Piti Guam 96915

Tel: 475-1713 * Telefax: 472-4217; 475-1716; 475-1727

Accountability * Impartiality * Competence * Openness * Value

INVITATION FOR BID NO.: GSA-041-16

DESCRIPTION:

DEVELOP INFORMATIONAL BROCHURE ON ALL HAZARD ALERT WARNING SYSTEM; PRINTING SERVICES AND AIRTIME SERVICES FOR THE ALL HAZARD ALERT WARNING SYSTEM.

SPECIAL REMINDER TO PROSPECTIVE BIDDERS

Bidders are reminded to read the Sealed Bid Solicitation and Instructions, and General Terms and Conditions attached to the IFB to ascertain that all of the following requirements checked below are submitted in the bid envelope, in duplicate, at the date and time for bid opening.

- (X) BID GUARANTEE (15% of Bid Amount) May be in the form of; Reference #11 on the General Terms and Conditions
 - a. Cashier's Check or Certified Check
 - b. Letter of Credit
 - c. Surety Bond Valid only if accompanied by:
 - 1. Current Certificate of Authority issued by the Insurance Commissioner;
 - 2. Power of Attorney issued by the Surety to the Resident General Agent;
 - 3. Power of Attorney issued by two (2) major officers of the Surety to whoever is signing on their behalf.
- (X) BROCHURES/DESCRIPTIVE LITERATURE;
- (X) AFFIDAVIT DISCLOSING OWNERSHIP and COMMISSION
 - a. Date of signature of the person authorized to sign the bid and the notary date must be the same.
- (X) OTHER REQUIREMENTS:

Non-Collusion Affidavit, D.O.L. Wage Determination Affidavit, Restriction against Sexual Offenders Affidavit, No Kickbacks or Gratuities Affidavit and Ethical Standards Affidavit, and Affidavit re Contingent Fees, Current Business License, OHS Certificate of Compliance.

This reminder must be signed and returned in the bid envelope together with the bid. Failure to comply with the above requirements may be cause for disqualification and rejection of the bid.

On this	day of		, 2016.	T	
On this	day 01		, 2010,	, -,	•
authorized representation reminder to pros	esentative ofspective bidders wit	h the above refer	enced IFB.		_ acknowledge receipt of this special
-					•
	,		*	*	

Bidder Representative's Signature

DOA 132 Rev: 1/95

Invitation for Bid: GSA-041-16

DEVELOP INFORMATIONAL BROCHURE ON ALL HAZARD ALERT WARNING SYSTEM; PRINTING SERVICES AND AIRTIME SERVICES FOR THE ALL HAZARD ALERT WARNING SYSTEM.

ACKNOWLEDGEMENT RECEIPT FORM

Please be advised that to be considered a prospective bidder you must fill out this Acknowledgement receipt form. Please submit by fax form to 475-1727

Acknowledgement Receipt Form must be submitted no later than three (3) days upon receipt of IFB package.

Name

Signature

Signature

Date

Time

Contact Number

Fax Number

Contact Person regarding IFB

Title

E-Mail Address

Company/Firm

Address

Note: GSA recommends that prospective bidders register current contact Information with GSA to ensure they receive any notices regarding any changes or update to the IFB. The procuring agency and GSA will not be liable for failure to provide notice to any party who did not register current contact information.

All questions and concerns in regards to this bid must be submitted to the General Services Agency via fax attention to the Chief Procurement Officer no later than <u>April 1, 2016</u> close of business at 5:00pm.



INVITATION FOR BID

ISSUING OFFICE:

CLAUDIA S. ACFALLE
Chief Procurement Officer

GENERAL SERVICES AGENCY GOVERNMENT OF GUAM 148 ROUTE 1, MARINE DRIVE PITI, GUAM 96915

DATE ISSUED: March 25, 2016	BID INVITATION NO: GSA-041-16
BID FOR: DEVELOP INFORMATIONAL BROCK AIRTIME SERVICES FOR THE ALL HAZARD ALERT	HURE ON ALL HAZARD ALERT WARNING SYSTEM; PRINTING SERVICES AND TWARNING SYSTEM.
SPECIFICATION: SEE ATTACHED	
DESTINATION: OFFICE OF HOMELANI	<u>) SECURITY</u>
REQUIRED DELIVERY DATE: 90 Days	Upon Receipt of Purchase Order.
INSTRUCTION TO BIDDERS:	
INDICATE WHETHER: INDIVIDUAL	PARTNERSHIP CORPORATION
INCORPORATED IN:	
This bid shall be submitted in duplicate and sealed to the is opened. Bid submitted after the time and date specific Solicitation for details.	ssuing office above no later than (Time) 10:00am Date: 4/11/16 and shall be publicly and above shall be rejected. See attached General Terms and Conditions, and Sealed Bid
the schedule provided, unless otherwise specified by the	ne specified, the articles and services at the price stated opposite the respective items listed on the bidder. In consideration to the expense of the Government in opening, tabulating, and the undersigned agrees that this bid remain firm and irrevocable within 60 calendar days from the sare quoted.
NAME AND ADDRESS OF BIDDER:	SIGNATURE AND TITLE OF PERSON AUTHORIZED TO SIGN THIS BID:
AWARD: CONTRACT NO.:	AMOUNT: DATE:
ITEM NO(S). AW	ARDED:
	CONTRACTING OFFICER:
<u> </u>	CLAUDIA S. ACFALLE Chief Procurement Officer
NAME AND ADDRESS OF CONTRACTOR:	SIGNATURE AND TITLE OF PERSON AUTHORIZED TO SIGN THIS CONTRACT:

AFFIDAVIT RE ETHICAL STANDARDS

CITY OF)				
) ss.)				
*				
	Catata wa	use of official stand		I delegación
deposes and says that:	[state na	me or aπιαπτ signi	ng below], being firs	t duly sworn,
deposes and says that.	* .		391 III	
The affiant is	, representative Guam employe t promises that knowingly influe	oing identified bid es, agents, subcon e to breach any oneither he or she, ence any governm	tractors or employe of the ethical standa nor any officer, reprent of Guam emplo	ne best of affiant's les of offeror have ards set forth in 5 resentative, agent, yee to breach any
		N 2		
	Signature of o			-
	* .	*		
	į.)5 30	a
Subscribed and sworn to before me this day of, 201				
NOTARY PUBLIC My commission expires	· · · · · · · · · · · · · · · · · · ·		a .	

AFFIDAVIT re NO GRATUITIES or KICKBACKS

CITY OF)		
) ss. ISLAND OF GUAM)		
	state name of affiant signin	g below], being first dul
sworn, deposes and says that:		,
1. The name of the offeri	g firm or individual is [<i>state name</i> Affiant is	of offeror company
proposal.	eror, an officer of the offeror] making the for ge, neither affiant, nor any of the offerors of	
agents, subcontractors, or employees have	violated, are violating the prohibition against Further, affiant promises, on behalf of of	gratuities and kickback
agents, subcontractors, or employees have or former government employee, any payn the offerors proposal.	ge, neither affiant, nor any of the offerors of offered, given or agreed to give, any government, gift, kickback, gratuity or offer of employ of myself as a representative of the offeror, a ocontractors, and employees.	nent of Guam employer ment in connection wit
	Signature of one of the following: Offeror, if the offeror is an individual; Partner, if the offeror is a partnership Officer, if the offeror is a corporation.	;
	9 ° 19	
Subscribed and sworn to before me		
this, 201		
NOTARY PUBLIC My commission expires		

Special Provisions

Restriction against Sex Offenders Employed by service providers to Government of Guam from working on Government Property.

If a contract for services is awarded to the bidder or offeror, then the service provider must warranty that no person in its employment who has been convicted of a sex offense under the provisions of chapter 25 of Title 9 of Guam code Annotated or of an offense defined in Article 2 of chapter 28 of Title 9 of the Guam Code annotated, or who has been convicted in any other jurisdiction of an offense with the same elements as heretofore defined, or who is listed on the Sex Offender Registry, shall provide services on behalf of the service provider while on government of Guam property, with the exception of public highways. If any employee of a service provider is providing services on government property and is convicted subsequent to an award of a contract, then the service provider warrants that it will notify the Government of the conviction within twenty-four (24) hours of the conviction, and will immediately remove such convicted person from providing services on government property. If the service provider is found to be in violation of any of the provisions of this paragraph, then the government will give notice to the service provider to take corrective action. The service provider shall take corrective action within twenty-four (24) hours of notice from the Government, and the service provider shall notify the Government when action has been taken. If the service providers fail to take corrective steps within twenty-four (24) hours of notice from the Government, then the Government in its sole discretion may suspend temporarily and contract for services until corrective action has been taken.

	Signat	ure of Bidder D	ate
		Proposer, if an individual	,
		Partner, if a partnership;	
and the second	565	Officer, if a corporation.	
		* * * * * * * * * * * * * * * * * * * *	
		# # # # # # # # # # # # # # # # # # #	
Subscribed and sworn before me this	_ day o.f	, 2016	
•			
Notary Public			

FORM E

DECLARATION RE COMPLIANCE WITH U.S. D.O.L. WAGE DETERMINATION

DEVEL	Urement No: GSA-041-16 LOP INFORMATIONAL BROCHURE ON ALL I ME SERVICES FOR THE ALL HAZARD ALERT			NING SYSTE	EM; PRINTIN	IG SERVICES AND	
	e of Offeror Company: ies under penalty of perjury:		*			hereby	
(1)	That I am an officer of the offeror) making the procurement;	e bid or	(the of proposal i	feror, a p n the fore	artner of tle going ide	he offeror, ntified	
(2)	That I have read and understand read:	d the pr	ovisions of	5 GCA	§ 5801 ar	nd § 5802 whic	:h
	§ 5801. Wage Determination Est	ablished					
go or po Islo	In such cases where the government of Guam, and in such cases who in part, is the direct delivery of service corry such employee(s) in accordance with ands issued and promulgated by the U.S. Elivery of contract deliverables to the government.	poration ere the contracted by the Wage	("contracto ontractor en by the gove e Determina nt of Labor	r") for the nploys a pe rnment of (ition for Gu	provision of provision of provision of the provision of t	of a service to the se purpose, in who the contractor sho e Northern Marian	ne le all
sho tim Wo	The Wage Determination most ontract is awarded to a contractor by the all be paid to employees pursuant to this Arne of renewal adjustments, there shall be age Determination, as required by this Artepartment of Labor on a date most recent to	governme rticle. Sho made sti ticle, so th	ent of Guam uld any con pulations co nat the Wag	n shall be u tract conto ontained in ge Determi	sed to dete ain a renewo that contro	rmine wages, which al clause, then at the act for applying the	ch ne ne
	§ 5802. Benefits.	•					
Ar	In addition to the Wage Determines shall also contain provisions manda ticle, such benefits having a minimum omulgated by the U.S. Department of Lab paid holidays per annum per employee.	ting healt	h and simile s detailed	ar benefits in the Wo	for employed age: Determ	ees covered by the nination issued ar	nis nd
	hat the offeror is in full compliance of procurement referenced herein;	with 5 G	CA § 5801	and § 5	802, as mo	ay be applicab	le
. ,	hat I have attached the most recer I.S. Department of Labor. [INSTRUCT	_		12.0	olicable to	Guam issued b	У
		Siġna	ture	2 150	Date		
		F					

By direction of the Secretary of Labor |

REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF LABOR THE SERVICE CONTRACT ACT | EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210

| Wage Determination No.: 2005-2147

Division of | Revision No.: 19
Wage Determinations| Date Of Revision: 12/29/2015 Daniel W. Simms Director

Note: Under Executive Order (EO) 13658, an hourly minimum wage of \$10.15 for calendar year 2016 applies to all contracts subject to the Service Contract Act for which the solicitation was issued on or after January 1, 2015. If this contract is covered by the EO, the contractor must pay all workers in any classification listed on this wage determination at least \$10.15 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in calendar year 2016. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

States: Guam, Northern Marianas, Wake Island

Area: Guam Statewide Northern Marianas Statewide Wake Island Statewide

Fringe Benefits Required Follow the Occupational Listing	
OCCUPATION CODE - TITLE FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations	
01011 - Accounting Clerk I	12.50
01012 - Accounting Clerk II	13.53
01013 - Accounting Clerk III	15.59
01020 - Administrative Assistant	17.67
01040 - Court Reporter	15.38
01051 - Data Entry Operator I ·	10.48
01052 - Data Entry Operator II	11.99
01060 - Dispatcher, Motor Vehicle	13.06
01070 - Document Preparation Clerk	12.25
01090 - Duplicating Machine Operator	12.25
01111 - General Clerk I	10.29
01112 - General Clerk II	11.28
01113 - General Clerk III	12.32
01120 - Housing Referral Assistant	17.15
01141 - Messenger Courier	10.12
01191 - Order Clerk I	11.23
01192 - Order Clerk II	12.25
01261 - Personnel Assistant (Employment) I	14.33
01262 - Personnel Assistant (Employment) II	14.90
01263 - Personnel Assistant (Employment) III	16.48
01270 - Production Control Clerk	18.34
01280 - Receptionist	9.67
01290 - Rental Clerk	11.10
01300 - Scheduler, Maintenance	13.75
01311 - Secretary I	13.75
01312 - Secretary II	15.38
01313 - Secretary III	17.15
01320 - Service Order Dispatcher	11.57
01410 - Supply Technician	17.67
01420 - Survey Worker	15.26
01531 - Travel Clerk I	11.61
01532 - Travel Clerk II	12.57
01533 - Travel Clerk III	13.44
01611 - Word Processor I	12.25
01612 - Word Processor II	13.75
01613 - Word Processor III	15.38
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	13.34
05010 - Automotive Electrician	13.06
05040 - Automotive Glass Installer	12.10
05070 - Automotive Worker	12.10
13575 Haddingerye Warner	

05110	- Mobile Equipment Servicer	8.59
		13.06
	- Motor Equipment Metal Mechanic	
05160	- Motor Equipment Metal Worker	12.10
	- Motor Vehicle Mechanic	13.06
05220	- Motor Vehicle Mechanic Helper	10.12
	- Motor Vehicle Upholstery Worker	12.10
05280	- Motor Vehicle Wrecker	12.10
05310	- Painter, Automotive	12.37
05340	- Radiator Repair Specialist	12.10
	- Tire Repairer	7.81
05400	- Transmission Repair Specialist	12.10
	Food Preparation And Service Occupations	
07010	- Baker	10.47
07041	- Cook I	9.54
0/041	- COOK I	
07042	- Cook II	11.78
07070	- Dishwasher	7.25
07130	- Food Service Worker	7.78
07210	- Meat Cutter	11.86
07260	- Waiter/Waitress	7.59
00000 -	Furniture Maintenance And Repair Occupations	
09010	- Electrostatic Spray Painter	14.38
09040	- Furniture Handler	8.85
09080	- Furniture Refinisher	14.38
00000	- Furniture Refinisher Helper ·	10.66
09110	- Furniture Repairer, Minor	12.51
		14.38
	- Upholsterer	14.50
11000 -	General Services And Support Occupations	
	- Cleaner, Vehicles	8.23
11060	- Elevator Operator	8.23
	- Gardener	10.99
11122	- Housekeeping Aide	8.33
		8.23
	- Janitor	
11210	- Laborer, Grounds Maintenance	9.14
		7.25
11240	- Maid or Houseman	
11260	- Pruner .	8.23
		10.33
	- Tractor Operator .	
11330	- Trail Maintenance Worker	9.14
		0 14
11360	- Window Cleaner	9.14
		9.14
12000 -	Health Occupations	
12000 -		9.14 15.81
12000 - 12010	Health Occupations - Ambulance Driver	15.81
12000 - 12010 12011	Health Occupations - Ambulance Driver - Breath Alcohol Technician	15.81 15.81
12000 - 12010 12011	Health Occupations - Ambulance Driver	15.81 15.81 21.70
12000 - 12010 12011 12012	Health Occupations - Ambulance Driver - Breath Alcohol Technician - Certified Occupational Therapist Assistant	15.81 15.81 21.70
12000 - 12010 12011 12012 12015	Health Occupations - Ambulance Driver - Breath Alcohol Technician - Certified Occupational Therapist Assistant - Certified Physical Therapist Assistant	15.81 15.81 21.70 21.70
12000 - 12010 12011 12012 12015	Health Occupations - Ambulance Driver - Breath Alcohol Technician - Certified Occupational Therapist Assistant	15.81 15.81 21.70 21.70 13.20
12000 - 12010 12011 12012 12015 12020	Health Occupations - Ambulance Driver - Breath Alcohol Technician - Certified Occupational Therapist Assistant - Certified Physical Therapist Assistant - Dental Assistant	15.81 15.81 21.70 21.70 13.20
12000 - 12010 12011 12012 12015 12020 12025	Health Occupations - Ambulance Driver - Breath Alcohol Technician - Certified Occupational Therapist Assistant - Certified Physical Therapist Assistant - Dental Assistant - Dental Hygienist	15.81 15.81 21.70 21.70 13.20 29.85
12000 - 12010 12011 12012 12015 12020 12025	Health Occupations - Ambulance Driver - Breath Alcohol Technician - Certified Occupational Therapist Assistant - Certified Physical Therapist Assistant - Dental Assistant	15.81 15.81 21.70 21.70 13.20
12000 - 12010 12011 12012 12015 12020 12025 12030	Health Occupations - Ambulance Driver - Breath Alcohol Technician - Certified Occupational Therapist Assistant - Certified Physical Therapist Assistant - Dental Assistant - Dental Hygienist - EKG Technician	15.81 15.81 21.70 21.70 13.20 29.85 23.96
12000 - 12010 12011 12012 12015 12020 12025 12030 12035	Health Occupations - Ambulance Driver - Breath Alcohol Technician - Certified Occupational Therapist Assistant - Certified Physical Therapist Assistant - Dental Assistant - Dental Hygienist - EKG Technician - Electroneurodiagnostic Technologist	15.81 15.81 21.70 21.70 13.20 29.85 23.96 23.96
12000 - 12010 12011 12012 12015 12020 12025 12030 12035 12040	Health Occupations - Ambulance Driver - Breath Alcohol Technician - Certified Occupational Therapist Assistant - Certified Physical Therapist Assistant - Dental Assistant - Dental Hygienist - EKG Technician - Electroneurodiagnostic Technologist - Emergency Medical Technician	15.81 15.81 21.70 21.70 13.20 29.85 23.96 23.96 15.81
12000 - 12010 12011 12012 12015 12020 12025 12030 12035 12040	Health Occupations - Ambulance Driver - Breath Alcohol Technician - Certified Occupational Therapist Assistant - Certified Physical Therapist Assistant - Dental Assistant - Dental Hygienist - EKG Technician - Electroneurodiagnostic Technologist - Emergency Medical Technician	15.81 15.81 21.70 21.70 13.20 29.85 23.96 23.96 15.81
12000 - 12010 12011 12012 12015 12020 12025 12030 12035 12040 12071	Health Occupations - Ambulance Driver - Breath Alcohol Technician - Certified Occupational Therapist Assistant - Certified Physical Therapist Assistant - Dental Assistant - Dental Hygienist - EKG Technician - Electroneurodiagnostic Technologist - Emergency Medical Technician - Licensed Practical Nurse I	15.81 15.81 21.70 21.70 13.20 29.85 23.96 23.96 15.81 14.14
12000 - 12010 12011 12012 12015 12020 12025 12030 12035 12040 12071 12072	Health Occupations - Ambulance Driver - Breath Alcohol Technician - Certified Occupational Therapist Assistant - Certified Physical Therapist Assistant - Dental Assistant - Dental Hygienist - EKG Technician - Electroneurodiagnostic Technologist - Emergency Medical Technician - Licensed Practical Nurse I - Licensed Practical Nurse II	15.81 15.81 21.70 21.70 13.20 29.85 23.96 23.96 15.81 14.14
12000 - 12010 12011 12012 12015 12020 12025 12030 12035 12040 12071 12072	Health Occupations - Ambulance Driver - Breath Alcohol Technician - Certified Occupational Therapist Assistant - Certified Physical Therapist Assistant - Dental Assistant - Dental Hygienist - EKG Technician - Electroneurodiagnostic Technologist - Emergency Medical Technician - Licensed Practical Nurse I - Licensed Practical Nurse II	15.81 15.81 21.70 21.70 13.20 29.85 23.96 23.96 15.81 14.14
12000 - 12010 12011 12012 12015 12020 12025 12030 12035 12040 12071 12072 12073	Health Occupations - Ambulance Driver - Breath Alcohol Technician - Certified Occupational Therapist Assistant - Certified Physical Therapist Assistant - Dental Assistant - Dental Hygienist - EKG Technician - Electroneurodiagnostic Technologist - Emergency Medical Technician - Licensed Practical Nurse I - Licensed Practical Nurse II - Licensed Practical Nurse III	15.81 15.81 21.70 21.70 13.20 29.85 23.96 23.96 15.81 14.14 15.81 17.63
12000 - 12010 12011 12015 12020 12025 12030 12035 12040 12071 12072 12073 12100	Health Occupations - Ambulance Driver - Breath Alcohol Technician - Certified Occupational Therapist Assistant - Certified Physical Therapist Assistant - Dental Assistant - Dental Hygienist - EKG Technician - Electroneurodiagnostic Technologist - Emergency Medical Technician - Licensed Practical Nurse I - Licensed Practical Nurse II - Licensed Practical Nurse III - Medical Assistant	15.81 15.81 21.70 21.70 13.20 29.85 23.96 23.96 15.81 14.14 15.81 17.63 11.54
12000 - 12010 12011 12015 12020 12025 12030 12035 12040 12071 12072 12073 12100	Health Occupations - Ambulance Driver - Breath Alcohol Technician - Certified Occupational Therapist Assistant - Certified Physical Therapist Assistant - Dental Assistant - Dental Hygienist - EKG Technician - Electroneurodiagnostic Technologist - Emergency Medical Technician - Licensed Practical Nurse I - Licensed Practical Nurse II - Licensed Practical Nurse III - Medical Assistant	15.81 15.81 21.70 21.70 13.20 29.85 23.96 23.96 15.81 14.14 15.81 17.63
12000 - 12010 12011 12015 12020 12025 12030 12035 12040 12071 12072 12073 12100 12130	Health Occupations - Ambulance Driver - Breath Alcohol Technician - Certified Occupational Therapist Assistant - Certified Physical Therapist Assistant - Dental Assistant - Dental Hygienist - EKG Technician - Electroneurodiagnostic Technologist - Emergency Medical Technician - Licensed Practical Nurse I - Licensed Practical Nurse II - Licensed Practical Nurse III - Medical Assistant - Medical Laboratory Technician	15.81 15.81 21.70 21.70 13.20 29.85 23.96 23.96 15.81 14.14 15.81 17.63 11.54 14.14
12000 - 12010 12011 12012 12015 12020 12025 12030 12035 12040 12071 12072 12073 12100 12130 12160	Health Occupations - Ambulance Driver - Breath Alcohol Technician - Certified Occupational Therapist Assistant - Certified Physical Therapist Assistant - Dental Assistant - Dental Hygienist - EKG Technician - Electroneurodiagnostic Technologist - Emergency Medical Technician - Licensed Practical Nurse I - Licensed Practical Nurse II - Licensed Practical Nurse III - Medical Assistant - Medical Laboratory Technician - Medical Record Clerk	15.81 15.81 21.70 21.70 13.20 29.85 23.96 23.96 15.81 14.14 15.81 17.63 11.54 14.14 11.82
12000 - 12010 12011 12012 12015 12020 12025 12030 12035 12040 12071 12072 12073 12100 12130 12160	Health Occupations - Ambulance Driver - Breath Alcohol Technician - Certified Occupational Therapist Assistant - Certified Physical Therapist Assistant - Dental Assistant - Dental Hygienist - EKG Technician - Electroneurodiagnostic Technologist - Emergency Medical Technician - Licensed Practical Nurse I - Licensed Practical Nurse II - Licensed Practical Nurse III - Medical Assistant - Medical Laboratory Technician	15.81 15.81 21.70 21.70 13.20 29.85 23.96 23.96 15.81 14.14 15.81 17.63 11.54 14.14
12000 - 12010 12011 12012 12015 12020 12025 12030 12035 12040 12071 12072 12073 12100 12130 12160 12190	Health Occupations - Ambulance Driver - Breath Alcohol Technician - Certified Occupational Therapist Assistant - Certified Physical Therapist Assistant - Dental Assistant - Dental Hygienist - EKG Technician - Electroneurodiagnostic Technologist - Emergency Medical Technician - Licensed Practical Nurse I - Licensed Practical Nurse II - Licensed Practical Nurse III - Medical Assistant - Medical Assistant - Medical Record Clerk - Medical Record Technician	15.81 15.81 21.70 21.70 13.20 29.85 23.96 23.96 15.81 14.14 15.81 17.63 11.54 14.14 11.82 13.59
12000 - 12010 12011 12012 12015 12020 12025 12030 12035 12040 12071 12072 12073 12100 12130 12160 12190 12195	Health Occupations - Ambulance Driver - Breath Alcohol Technician - Certified Occupational Therapist Assistant - Certified Physical Therapist Assistant - Dental Assistant - Dental Hygienist - EKG Technician - Electroneurodiagnostic Technologist - Emergency Medical Technician - Licensed Practical Nurse I - Licensed Practical Nurse II - Licensed Practical Nurse III - Medical Assistant - Medical Laboratory Technician - Medical Record Clerk - Medical Record Technician - Medical Transcriptionist	15.81 15.81 21.70 21.70 13.20 29.85 23.96 23.96 15.81 14.14 15.81 17.63 11.54 14.14 11.82 13.59 14.14
12000 - 12010 12011 12012 12015 12020 12025 12030 12035 12040 12071 12072 12073 12100 12130 12160 12190 12195	Health Occupations - Ambulance Driver - Breath Alcohol Technician - Certified Occupational Therapist Assistant - Certified Physical Therapist Assistant - Dental Assistant - Dental Hygienist - EKG Technician - Electroneurodiagnostic Technologist - Emergency Medical Technician - Licensed Practical Nurse I - Licensed Practical Nurse II - Licensed Practical Nurse III - Medical Assistant - Medical Assistant - Medical Record Clerk - Medical Record Technician	15.81 15.81 21.70 21.70 13.20 29.85 23.96 23.96 15.81 14.14 15.81 17.63 11.54 14.14 11.82 13.59
12000 - 12010 12011 12012 12015 12020 12025 12030 12035 12040 12071 12072 12073 12100 12130 12160 12190 12195 12210	Health Occupations - Ambulance Driver - Breath Alcohol Technician - Certified Occupational Therapist Assistant - Certified Physical Therapist Assistant - Dental Assistant - Dental Hygienist - EKG Technician - Electroneurodiagnostic Technologist - Emergency Medical Technician - Licensed Practical Nurse I - Licensed Practical Nurse II - Licensed Practical Nurse III - Medical Assistant - Medical Assistant - Medical Record Clerk - Medical Record Technician - Medical Transcriptionist - Nuclear Medicine Technologist	15.81 15.81 21.70 21.70 13.20 29.85 23.96 23.96 15.81 14.14 15.81 17.63 11.54 14.14 11.82 13.59 14.14 34.75
12000 - 12010 12011 12012 12015 12020 12025 12030 12035 12040 12071 12072 12073 12100 12130 12160 12190 12195 12210	Health Occupations - Ambulance Driver - Breath Alcohol Technician - Certified Occupational Therapist Assistant - Certified Physical Therapist Assistant - Dental Assistant - Dental Hygienist - EKG Technician - Electroneurodiagnostic Technologist - Emergency Medical Technician - Licensed Practical Nurse I - Licensed Practical Nurse II - Licensed Practical Nurse III - Medical Assistant - Medical Assistant - Medical Record Clerk - Medical Record Technician - Medical Transcriptionist - Nuclear Medicine Technologist - Nursing Assistant I	15.81 15.81 21.70 21.70 13.20 29.85 23.96 23.96 15.81 14.14 15.81 17.63 11.54 14.14 11.82 13.59 14.14 34.75 10.03
12000 - 12010 12011 12012 12015 12020 12025 12030 12035 12040 12071 12072 12073 12100 12130 12160 12190 12195 12210	Health Occupations - Ambulance Driver - Breath Alcohol Technician - Certified Occupational Therapist Assistant - Certified Physical Therapist Assistant - Dental Assistant - Dental Hygienist - EKG Technician - Electroneurodiagnostic Technologist - Emergency Medical Technician - Licensed Practical Nurse I - Licensed Practical Nurse II - Licensed Practical Nurse III - Medical Assistant - Medical Assistant - Medical Record Clerk - Medical Record Technician - Medical Transcriptionist - Nuclear Medicine Technologist	15.81 15.81 21.70 21.70 13.20 29.85 23.96 23.96 15.81 14.14 15.81 17.63 11.54 14.14 11.82 13.59 14.14 34.75 10.03 11.30
12000 - 12010 12011 12012 12015 12020 12025 12030 12035 12040 12071 12072 12073 12100 12130 12160 12190 12195 12210 12221	Health Occupations - Ambulance Driver - Breath Alcohol Technician - Certified Occupational Therapist Assistant - Certified Physical Therapist Assistant - Dental Assistant - Dental Hygienist - EKG Technician - Electroneurodiagnostic Technologist - Emergency Medical Technician - Licensed Practical Nurse I - Licensed Practical Nurse II - Licensed Practical Nurse III - Medical Assistant - Medical Assistant - Medical Record Clerk - Medical Record Technician - Medical Transcriptionist - Nuclear Medicine Technologist - Nursing Assistant I - Nursing Assistant II	15.81 15.81 21.70 21.70 13.20 29.85 23.96 23.96 15.81 14.14 15.81 17.63 11.54 14.14 11.82 13.59 14.14 34.75 10.03 11.30
12000 - 12010 12011 12012 12015 12020 12025 12030 12035 12040 12071 12072 12073 12100 12130 12160 12190 12195 12210 12221 12222	Health Occupations - Ambulance Driver - Breath Alcohol Technician - Certified Occupational Therapist Assistant - Certified Physical Therapist Assistant - Dental Assistant - Dental Hygienist - EKG Technician - Electroneurodiagnostic Technologist - Emergency Medical Technician - Licensed Practical Nurse I - Licensed Practical Nurse II - Licensed Practical Nurse III - Medical Assistant - Medical Assistant - Medical Laboratory Technician - Medical Record Clerk - Medical Record Technician - Medical Transcriptionist - Nuclear Medicine Technologist - Nursing Assistant II - Nursing Assistant III	15.81 15.81 21.70 21.70 13.20 29.85 23.96 23.96 15.81 14.14 15.81 17.63 11.54 14.14 11.82 13.59 14.14 34.75 10.03 11.30 12.31
12000 - 12010 12011 12012 12015 12020 12025 12030 12035 12040 12071 12072 12073 12100 12130 12160 12190 12195 12210 12221 12222	Health Occupations - Ambulance Driver - Breath Alcohol Technician - Certified Occupational Therapist Assistant - Certified Physical Therapist Assistant - Dental Assistant - Dental Hygienist - EKG Technician - Electroneurodiagnostic Technologist - Emergency Medical Technician - Licensed Practical Nurse I - Licensed Practical Nurse II - Licensed Practical Nurse III - Medical Assistant - Medical Assistant - Medical Record Clerk - Medical Record Technician - Medical Transcriptionist - Nuclear Medicine Technologist - Nursing Assistant I - Nursing Assistant II	15.81 15.81 21.70 21.70 13.20 29.85 23.96 23.96 15.81 14.14 15.81 17.63 11.54 14.14 11.82 13.59 14.14 34.75 10.03 11.30
12000 - 12010 12011 12012 12015 12020 12025 12030 12035 12040 12071 12072 12073 12100 12130 12160 12190 12195 12210 12221 12222 12223 12224	Health Occupations - Ambulance Driver - Breath Alcohol Technician - Certified Occupational Therapist Assistant - Certified Physical Therapist Assistant - Dental Assistant - Dental Hygienist - EKG Technician - Electroneurodiagnostic Technologist - Emergency Medical Technician - Licensed Practical Nurse I - Licensed Practical Nurse II - Licensed Practical Nurse III - Medical Assistant - Medical Assistant - Medical Record Clerk - Medical Record Technician - Medical Transcriptionist - Nuclear Medicine Technologist - Nursing Assistant II - Nursing Assistant III - Nursing Assistant III - Nursing Assistant IV	15.81 15.81 21.70 21.70 13.20 29.85 23.96 23.96 15.81 14.14 15.81 17.63 11.54 14.14 11.82 13.59 14.14 34.75 10.03 11.30 12.31 13.84
12000 - 12010 12011 12012 12015 12020 12025 12030 12035 12040 12071 12072 12073 12100 12130 12160 12190 12195 12210 12221 12222 12223 12224 12235	Health Occupations - Ambulance Driver - Breath Alcohol Technician - Certified Occupational Therapist Assistant - Certified Physical Therapist Assistant - Dental Assistant - Dental Hygienist - EKG Technician - Electroneurodiagnostic Technologist - Emergency Medical Technician - Licensed Practical Nurse I - Licensed Practical Nurse II - Licensed Practical Nurse III - Medical Assistant - Medical Assistant - Medical Laboratory Technician - Medical Record Clerk - Medical Record Technician - Medical Transcriptionist - Nuclear Medicine Technologist - Nursing Assistant II - Nursing Assistant III - Nursing Assistant III - Nursing Assistant IV - Optical Dispenser	15.81 15.81 21.70 21.70 13.20 29.85 23.96 23.96 15.81 14.14 15.81 17.63 11.54 14.14 11.82 13.59 14.14 34.75 10.03 11.30 12.31 13.84 15.81
12000 - 12010 12011 12012 12015 12020 12025 12030 12035 12040 12071 12072 12073 12100 12130 12160 12190 12195 12210 12221 12222 12223 12224 12235 12236	Health Occupations - Ambulance Driver - Breath Alcohol Technician - Certified Occupational Therapist Assistant - Certified Physical Therapist Assistant - Dental Assistant - Dental Hygienist - EKG Technician - Electroneurodiagnostic Technologist - Emergency Medical Technician - Licensed Practical Nurse I - Licensed Practical Nurse II - Licensed Practical Nurse III - Medical Assistant - Medical Assistant - Medical Laboratory Technician - Medical Record Clerk - Medical Record Technician - Medical Transcriptionist - Nuclear Medicine Technologist - Nursing Assistant II - Nursing Assistant III - Nursing Assistant III - Nursing Assistant IV - Optical Dispenser - Optical Technician	15.81 15.81 21.70 21.70 13.20 29.85 23.96 23.96 15.81 14.14 15.81 17.63 11.54 14.14 11.82 13.59 14.14 34.75 10.03 11.30 12.31 13.84 15.81 14.14
12000 - 12010 12011 12012 12015 12020 12025 12030 12035 12040 12071 12072 12073 12100 12130 12160 12190 12195 12210 12221 12222 12223 12224 12235 12236	Health Occupations - Ambulance Driver - Breath Alcohol Technician - Certified Occupational Therapist Assistant - Certified Physical Therapist Assistant - Dental Assistant - Dental Hygienist - EKG Technician - Electroneurodiagnostic Technologist - Emergency Medical Technician - Licensed Practical Nurse I - Licensed Practical Nurse II - Licensed Practical Nurse III - Medical Assistant - Medical Assistant - Medical Laboratory Technician - Medical Record Clerk - Medical Record Technician - Medical Transcriptionist - Nuclear Medicine Technologist - Nursing Assistant II - Nursing Assistant III - Nursing Assistant III - Nursing Assistant IV - Optical Dispenser - Optical Technician	15.81 15.81 21.70 21.70 13.20 29.85 23.96 23.96 15.81 14.14 15.81 17.63 11.54 14.14 11.82 13.59 14.14 34.75 10.03 11.30 12.31 13.84 15.81 14.14
12000 - 12010 12011 12012 12015 12020 12025 12030 12035 12040 12071 12072 12073 12100 12130 12160 12195 12210 12221 12222 12223 12224 12235 12250	Health Occupations - Ambulance Driver - Breath Alcohol Technician - Certified Occupational Therapist Assistant - Certified Physical Therapist Assistant - Dental Assistant - Dental Hygienist - EKG Technician - Electroneurodiagnostic Technologist - Emergency Medical Technician - Licensed Practical Nurse I - Licensed Practical Nurse II - Licensed Practical Nurse III - Medical Assistant - Medical Assistant - Medical Record Clerk - Medical Record Technician - Medical Transcriptionist - Nuclear Medicine Technologist - Nursing Assistant II - Nursing Assistant II - Nursing Assistant III - Nursing Assistant IV - Optical Dispenser - Optical Technician - Pharmacy Technician - Pharmacy Technician	15.81 15.81 21.70 21.70 13.20 29.85 23.96 15.81 14.14 15.81 17.63 11.54 14.14 11.82 13.59 14.14 34.75 10.03 11.30 12.31 13.84 15.81 14.14 13.41
12000 - 12010 12011 12012 12015 12020 12025 12030 12035 12040 12071 12072 12073 12100 12130 12160 12195 12210 12221 12222 12223 12224 12235 12250	Health Occupations - Ambulance Driver - Breath Alcohol Technician - Certified Occupational Therapist Assistant - Certified Physical Therapist Assistant - Dental Assistant - Dental Hygienist - EKG Technician - Electroneurodiagnostic Technologist - Emergency Medical Technician - Licensed Practical Nurse I - Licensed Practical Nurse II - Licensed Practical Nurse III - Medical Assistant - Medical Assistant - Medical Laboratory Technician - Medical Record Clerk - Medical Record Technician - Medical Transcriptionist - Nuclear Medicine Technologist - Nursing Assistant II - Nursing Assistant III - Nursing Assistant III - Nursing Assistant IV - Optical Dispenser - Optical Technician	15.81 15.81 21.70 21.70 13.20 29.85 23.96 15.81 14.14 15.81 17.63 11.54 14.14 11.82 13.59 14.14 34.75 10.03 11.30 12.31 13.84 15.81 14.14 13.84
12000 - 12010 12011 12012 12015 12020 12025 12030 12035 12040 12071 12072 12073 12100 12130 12160 12190 12195 12210 12221 12222 12223 12224 12235 12236 12250 12280	Health Occupations - Ambulance Driver - Breath Alcohol Technician - Certified Occupational Therapist Assistant - Certified Physical Therapist Assistant - Dental Assistant - Dental Hygienist - EKG Technician - Electroneurodiagnostic Technologist - Emergency Medical Technician - Licensed Practical Nurse I - Licensed Practical Nurse II - Licensed Practical Nurse III - Medical Assistant - Medical Assistant - Medical Record Clerk - Medical Record Technician - Medical Transcriptionist - Nuclear Medicine Technologist - Nursing Assistant II - Nursing Assistant III - Nursing Assistant III - Nursing Assistant IV - Optical Dispenser - Optical Technician - Pharmacy Technician - Pharmacy Technician - Phlebotomist	15.81 15.81 21.70 21.70 13.20 29.85 23.96 15.81 14.14 15.81 17.63 11.54 14.14 11.82 13.59 14.14 34.75 10.03 11.30 12.31 13.84 15.81 14.14 13.84
12000 - 12010 12011 12012 12015 12020 12025 12030 12035 12040 12071 12072 12073 12100 12130 12160 12190 12195 12210 12221 12222 12223 12224 12235 12236 12250 12280 12305	Health Occupations - Ambulance Driver - Breath Alcohol Technician - Certified Occupational Therapist Assistant - Certified Physical Therapist Assistant - Dental Assistant - Dental Hygienist - EKG Technician - Electroneurodiagnostic Technologist - Emergency Medical Technician - Licensed Practical Nurse I - Licensed Practical Nurse II - Licensed Practical Nurse III - Medical Assistant - Medical Assistant - Medical Laboratory Technician - Medical Record Clerk - Medical Record Technician - Medical Transcriptionist - Nuclear Medicine Technologist - Nursing Assistant II - Nursing Assistant III - Nursing Assistant III - Nursing Assistant IV - Optical Dispenser - Optical Technician - Pharmacy Technician - Phlebotomist - Radiologic Technologist - Radiologic Technologist	15.81 15.81 21.70 21.70 13.20 29.85 23.96 23.96 15.81 14.14 15.81 17.63 11.54 14.14 11.82 13.59 14.14 34.75 10.03 11.30 12.31 13.84 15.81 14.14 13.41 13.84 22.64
12000 - 12010 12011 12012 12015 12020 12025 12030 12035 12040 12071 12072 12073 12100 12130 12160 12190 12195 12210 12221 12222 12223 12224 12235 12236 12250 12280 12305	Health Occupations - Ambulance Driver - Breath Alcohol Technician - Certified Occupational Therapist Assistant - Certified Physical Therapist Assistant - Dental Assistant - Dental Hygienist - EKG Technician - Electroneurodiagnostic Technologist - Emergency Medical Technician - Licensed Practical Nurse I - Licensed Practical Nurse II - Licensed Practical Nurse III - Medical Assistant - Medical Assistant - Medical Record Clerk - Medical Record Technician - Medical Transcriptionist - Nuclear Medicine Technologist - Nursing Assistant II - Nursing Assistant III - Nursing Assistant III - Nursing Assistant IV - Optical Dispenser - Optical Technician - Pharmacy Technician - Pharmacy Technician - Phlebotomist	15.81 15.81 21.70 21.70 13.20 29.85 23.96 23.96 15.81 14.14 15.81 17.63 11.54 14.14 11.82 13.59 14.14 34.75 10.03 11.30 12.31 13.84 15.81 14.14 13.84 22.64 20.70
12000 - 12010 12011 12012 12015 12020 12025 12030 12035 12040 12071 12072 12073 12100 12130 12160 12190 12195 12210 12221 12222 12223 12224 12235 12236 12250 12280 12305 12311	Health Occupations - Ambulance Driver - Breath Alcohol Technician - Certified Occupational Therapist Assistant - Certified Physical Therapist Assistant - Dental Assistant - Dental Hygienist - EKG Technician - Electroneurodiagnostic Technologist - Emergency Medical Technician - Licensed Practical Nurse I - Licensed Practical Nurse II - Licensed Practical Nurse III - Medical Assistant - Medical Laboratory Technician - Medical Laboratory Technician - Medical Record Clerk - Medical Record Technician - Medical Transcriptionist - Nursing Assistant II - Nursing Assistant II - Nursing Assistant III - Nursing Assistant III - Nursing Assistant IV - Optical Dispenser - Optical Technician - Pharmacy Technician - Phlebotomist - Radiologic Technologist - Registered Nurse I	15.81 15.81 21.70 21.70 13.20 29.85 23.96 23.96 15.81 14.14 15.81 17.63 11.54 14.14 11.82 13.59 14.14 34.75 10.03 11.30 12.31 13.84 15.81 14.14 13.84 22.64 20.70
12000 - 12010 12011 12012 12015 12020 12025 12030 12035 12040 12071 12072 12073 12100 12130 12160 12190 12195 12210 12221 12222 12223 12224 12235 12236 12250 12280 12305 12311 12312	Health Occupations - Ambulance Driver - Breath Alcohol Technician - Certified Occupational Therapist Assistant - Certified Physical Therapist Assistant - Dental Assistant - Dental Hygienist - EKG Technician - Electroneurodiagnostic Technologist - Emergency Medical Technician - Licensed Practical Nurse I - Licensed Practical Nurse II - Licensed Practical Nurse III - Medical Assistant - Medical Laboratory Technician - Medical Record Clerk - Medical Record Technician - Medical Transcriptionist - Nuclear Medicine Technologist - Nursing Assistant II - Nursing Assistant III - Nursing Assistant III - Nursing Assistant IV - Optical Dispenser - Optical Technician - Pharmacy Technician - Pharmacy Technician - Phebotomist - Radiologic Technologist - Registered Nurse II	15.81 15.81 21.70 21.70 13.20 29.85 23.96 23.96 15.81 14.14 15.81 17.63 11.54 14.14 11.82 13.59 14.14 34.75 10.03 11.30 12.31 13.84 15.81 14.14 13.84 15.81
12000 - 12010 12011 12012 12015 12020 12025 12030 12035 12040 12071 12072 12073 12100 12130 12160 12190 12195 12210 12221 12222 12223 12224 12235 12236 12250 12280 12305 12311 12312	Health Occupations - Ambulance Driver - Breath Alcohol Technician - Certified Occupational Therapist Assistant - Certified Physical Therapist Assistant - Dental Assistant - Dental Hygienist - EKG Technician - Electroneurodiagnostic Technologist - Emergency Medical Technician - Licensed Practical Nurse I - Licensed Practical Nurse II - Licensed Practical Nurse III - Medical Assistant - Medical Laboratory Technician - Medical Record Clerk - Medical Record Technician - Medical Transcriptionist - Nuclear Medicine Technologist - Nursing Assistant II - Nursing Assistant III - Nursing Assistant III - Nursing Assistant IV - Optical Dispenser - Optical Technician - Pharmacy Technician - Phlebotomist - Radiologic Technologist - Registered Nurse II - Registered Nurse II - Registered Nurse II, Specialist	15.81 15.81 21.70 21.70 13.20 29.85 23.96 23.96 15.81 14.14 15.81 17.63 11.54 14.14 11.82 13.59 14.14 34.75 10.03 11.30 12.31 13.84 15.81 14.14 13.41 13.84 22.64 20.70 25.32 25.32
12000 - 12010 12011 12012 12015 12020 12025 12030 12035 12040 12071 12072 12073 12100 12130 12160 12190 12195 12210 12221 12222 12223 12224 12235 12236 12250 12280 12305 12311 12312	Health Occupations - Ambulance Driver - Breath Alcohol Technician - Certified Occupational Therapist Assistant - Certified Physical Therapist Assistant - Dental Assistant - Dental Hygienist - EKG Technician - Electroneurodiagnostic Technologist - Emergency Medical Technician - Licensed Practical Nurse I - Licensed Practical Nurse II - Licensed Practical Nurse III - Medical Assistant - Medical Laboratory Technician - Medical Record Clerk - Medical Record Technician - Medical Transcriptionist - Nuclear Medicine Technologist - Nursing Assistant II - Nursing Assistant III - Nursing Assistant III - Nursing Assistant IV - Optical Dispenser - Optical Technician - Pharmacy Technician - Phlebotomist - Radiologic Technologist - Registered Nurse II - Registered Nurse II - Registered Nurse II, Specialist	15.81 15.81 21.70 21.70 13.20 29.85 23.96 23.96 15.81 14.14 15.81 17.63 11.54 14.14 11.82 13.59 14.14 34.75 10.03 11.30 12.31 13.84 15.81 14.14 13.84 15.81
12000 - 12010 12011 12012 12015 12020 12025 12030 12035 12040 12071 12072 12073 12100 12130 12160 12190 12195 12210 12221 12222 12223 12224 12235 12236 12250 12280 12311 12312 12313 12314	Health Occupations - Ambulance Driver - Breath Alcohol Technician - Certified Occupational Therapist Assistant - Certified Physical Therapist Assistant - Dental Assistant - Dental Hygienist - EKG Technician - Electroneurodiagnostic Technologist - Emergency Medical Technician - Licensed Practical Nurse I - Licensed Practical Nurse II - Licensed Practical Nurse III - Medical Assistant - Medical Laboratory Technician - Medical Record Clerk - Medical Record Technician - Medical Transcriptionist - Nuclear Medicine Technologist - Nursing Assistant II - Nursing Assistant II - Nursing Assistant III - Nursing Assistant IV - Optical Dispenser - Optical Technician - Pharmacy Technician - Pharmacy Technician - Pharmacy Technician - Pharmacy Technician - Phebotomist - Radiologic Technologist - Registered Nurse II - Registered Nurse II - Registered Nurse III	15.81 15.81 21.70 21.70 13.20 29.85 23.96 23.96 15.81 14.14 15.81 17.63 11.54 14.14 11.82 13.59 14.14 34.75 10.03 11.30 12.31 13.84 15.81 14.14 13.41 13.41 13.41 13.41 13.84 22.64 20.70 25.32 25.32 30.64
12000 - 12010 12011 12012 12015 12020 12025 12030 12035 12040 12071 12072 12073 12100 12130 12160 12195 12210 12221 12222 12223 12224 12235 12236 12250 12280 12311 12312 12313 12314 12315	Health Occupations - Ambulance Driver - Breath Alcohol Technician - Certified Occupational Therapist Assistant - Certified Physical Therapist Assistant - Dental Assistant - Dental Hygienist - EKG Technician - Electroneurodiagnostic Technologist - Emergency Medical Technician - Licensed Practical Nurse II - Licensed Practical Nurse II - Licensed Practical Nurse III - Medical Assistant - Medical Assistant - Medical Laboratory Technician - Medical Record Clerk - Medical Record Technician - Medical Transcriptionist - Nuclear Medicine Technologist - Nursing Assistant II - Nursing Assistant II - Nursing Assistant III - Nursing Assistant IV - Optical Dispenser - Optical Technician - Pharmacy Technician - Phlebotomist - Radiologic Technologist - Registered Nurse II - Registered Nurse III, Specialist - Registered Nurse III, Anesthetist	15.81 15.81 21.70 21.70 13.20 29.85 23.96 23.96 15.81 14.14 15.81 17.63 11.54 14.14 11.82 13.59 14.14 34.75 10.03 11.30 12.31 13.84 15.81 14.14 13.41 13.41 13.41 13.41 13.84 22.64 20.70 25.32 25.32 30.64 30.64
12000 - 12010 12011 12012 12015 12020 12025 12030 12035 12040 12071 12072 12073 12100 12130 12160 12195 12210 12221 12222 12223 12224 12235 12236 12250 12280 12311 12312 12313 12314 12315	Health Occupations - Ambulance Driver - Breath Alcohol Technician - Certified Occupational Therapist Assistant - Certified Physical Therapist Assistant - Dental Assistant - Dental Hygienist - EKG Technician - Electroneurodiagnostic Technologist - Emergency Medical Technician - Licensed Practical Nurse II - Licensed Practical Nurse II - Licensed Practical Nurse III - Medical Assistant - Medical Assistant - Medical Laboratory Technician - Medical Record Clerk - Medical Record Technician - Medical Transcriptionist - Nuclear Medicine Technologist - Nursing Assistant II - Nursing Assistant II - Nursing Assistant III - Nursing Assistant IV - Optical Dispenser - Optical Technician - Pharmacy Technician - Phlebotomist - Radiologic Technologist - Registered Nurse II - Registered Nurse III, Specialist - Registered Nurse III, Anesthetist	15.81 15.81 21.70 21.70 13.20 29.85 23.96 23.96 15.81 14.14 15.81 17.63 11.54 14.14 11.82 13.59 14.14 34.75 10.03 11.30 12.31 13.84 15.81 14.14 13.41 13.41 13.41 13.41 13.84 22.64 20.70 25.32 25.32 30.64
12000 - 12010 12011 12012 12015 12020 12025 12030 12035 12040 12071 12072 12073 12100 12130 12160 12195 12210 12221 12222 12223 12224 12235 12236 12250 12280 12311 12312 12313 12314 12315 12316	Health Occupations Ambulance Driver Breath Alcohol Technician Certified Occupational Therapist Assistant Certified Physical Therapist Assistant Dental Assistant Dental Hygienist EKG Technician Electroneurodiagnostic Technologist Emergency Medical Technician Licensed Practical Nurse I Licensed Practical Nurse II Licensed Practical Nurse III Medical Assistant Medical Laboratory Technician Medical Record Clerk Medical Record Technician Medical Transcriptionist Nuclear Medicine Technologist Nursing Assistant II Nursing Assistant III Nursing Assistant IV Optical Dispenser Optical Technician Pharmacy Technician Pharmacy Technician Phlebotomist Registered Nurse II Registered Nurse II, Specialist Registered Nurse III	15.81 15.81 21.70 21.70 13.20 29.85 23.96 23.96 15.81 14.14 15.81 17.63 11.54 14.14 11.82 13.59 14.14 34.75 10.03 11.30 12.31 13.84 15.81 14.14 13.41 13.41 13.41 13.41 13.84 22.64 20.70 25.32 30.64 30.64 30.64 36.72
12000 - 12010 12011 12012 12015 12020 12025 12030 12035 12040 12071 12072 12073 12100 12130 12160 12195 12210 12221 12222 12223 12224 12235 12236 12250 12280 12311 12312 12313 12314 12315 12316 12317	Health Occupations - Ambulance Driver Breath Alcohol Technician - Certified Occupational Therapist Assistant - Certified Physical Therapist Assistant - Dental Assistant - Dental Assistant - EKG Technician - Electroneurodiagnostic Technologist - Emergency Medical Technician - Licensed Practical Nurse I - Licensed Practical Nurse II - Licensed Practical Nurse III - Medical Assistant - Medical Laboratory Technician - Medical Record Clerk - Medical Record Technician - Medical Transcriptionist - Nuclear Medicine Technologist - Nursing Assistant II - Nursing Assistant II - Nursing Assistant III - Nursing Assistant IV - Optical Dispenser - Optical Technician - Pharmacy Technician	15.81 15.81 21.70 21.70 13.20 29.85 23.96 23.96 15.81 14.14 15.81 17.63 11.54 14.14 11.82 13.59 14.14 34.75 10.03 11.30 12.31 13.84 15.81 14.14 13.41 13.41 13.41 13.41 13.84 22.64 20.70 25.32 25.32 30.64 30.64
12000 - 12010 12011 12012 12015 12020 12025 12030 12035 12040 12071 12072 12073 12100 12130 12160 12195 12210 12221 12222 12223 12224 12235 12236 12250 12280 12311 12312 12313 12314 12315 12316 12317	Health Occupations Ambulance Driver Breath Alcohol Technician Certified Occupational Therapist Assistant Certified Physical Therapist Assistant Dental Assistant Dental Hygienist EKG Technician Electroneurodiagnostic Technologist Emergency Medical Technician Licensed Practical Nurse I Licensed Practical Nurse II Licensed Practical Nurse III Medical Assistant Medical Laboratory Technician Medical Record Clerk Medical Record Technician Medical Transcriptionist Nuclear Medicine Technologist Nursing Assistant II Nursing Assistant III Nursing Assistant IV Optical Dispenser Optical Technician Pharmacy Technician Pharmacy Technician Phlebotomist Registered Nurse II Registered Nurse II, Specialist Registered Nurse III	15.81 15.81 21.70 21.70 13.20 29.85 23.96 23.96 15.81 14.14 15.81 17.63 11.54 14.14 11.82 13.59 14.14 34.75 10.03 11.30 12.31 13.84 15.81 14.14 13.41 13.41 13.41 13.41 13.84 22.64 20.70 25.32 30.64 30.64 30.64 36.72

13011 - Exhibits Specialist I 13012 - Exhibits Specialist II 13013 - Exhibits Specialist III	
13013 - Exhibits Specialist III	15.06
13013 - Exhibits Specialist III	18.66
	22.83
13041 - Illustrator I	15.06
13042 - Illustrator II	18.66
13043 - Illustrator III	22.83
13047 - Librarian	20.66
13050 - Library Aide/Clerk	12.00
13054 - Library Information Technology Systems	18.66
Administrator	
13058 - Library Technician	15.06
13061 - Media Specialist I	13.46
13062 - Media Specialist II	15.06
	16.80
13063 - Media Specialist III	
13071 - Photographer I	12.82
13072 - Photographer II	14.32
13073 - Photographer III	17.75
13074 - Photographer IV	21.73
13075 - Photographer V	26.30
13110 - Video Teleconference Technician	12.91
	12.71
14000 - Information Technology Occupations	10 (5
14041 - Computer Operator I	13.65
14042 - Computer Operator II	15.76
14043 - Computer Operator III	17.56
14044 - Computer Operator IV .	19.50
14045 - Computer Operator V	21.81
14071 - Computer Programmer I (see 1)	15.73
	19.50
14072 - Computer Programmer II (see 1)	
14073 - Computer Programmer III (see 1)	23.84
14074 - Computer Programmer IV. (see 1)	
14101 - Computer Systems Analyst I (see 1)	24.23
14102 - Computer Systems Analyst II (see 1)	
14103 - Computer Systems Analyst III (see 1)	
14150 - Peripheral Equipment Operator	13.65
	19.50
14160 - Personal Computer Support Technician	19.50
15000 - Instructional Occupations	
the support for the control of the c	
15010 - Aircrew Training Devices Instructor (Non-Rated)	24.23
15020 - Aircrew Training Devices Instructor (Rated)	24.23 29.32
15020 - Aircrew Training Devices Instructor (Rated)	
15020 - Aircrew Training Devices Instructor (Rated) 15030 - Air Crew Training Devices Instructor (Pilot)	29.32 33.30
15020 - Aircrew Training Devices Instructor (Rated) 15030 - Air Crew Training Devices Instructor (Pilot) 15050 - Computer Based Training Specialist / Instructor	29.32 33.30 24.23
15020 - Aircrew Training Devices Instructor (Rated) 15030 - Air Crew Training Devices Instructor (Pilot) 15050 - Computer Based Training Specialist / Instructor 15060 - Educational Technologist	29.32 33.30 24.23 22.82
15020 - Aircrew Training Devices Instructor (Rated) 15030 - Air Crew Training Devices Instructor (Pilot) 15050 - Computer Based Training Specialist / Instructor 15060 - Educational Technologist 15070 - Flight Instructor (Pilot)	29.32 33.30 24.23 22.82 33.30
15020 - Aircrew Training Devices Instructor (Rated) 15030 - Air Crew Training Devices Instructor (Pilot) 15050 - Computer Based Training Specialist / Instructor 15060 - Educational Technologist 15070 - Flight Instructor (Pilot) 15080 - Graphic Artist	29.32 33.30 24.23 22.82 33.30 20.47
15020 - Aircrew Training Devices Instructor (Rated) 15030 - Air Crew Training Devices Instructor (Pilot) 15050 - Computer Based Training Specialist / Instructor 15060 - Educational Technologist 15070 - Flight Instructor (Pilot) 15080 - Graphic Artist 15090 - Technical Instructor	29.32 33.30 24.23 22.82 33.30 20.47 17.65
15020 - Aircrew Training Devices Instructor (Rated) 15030 - Air Crew Training Devices Instructor (Pilot) 15050 - Computer Based Training Specialist / Instructor 15060 - Educational Technologist 15070 - Flight Instructor (Pilot) 15080 - Graphic Artist	29.32 33.30 24.23 22.82 33.30 20.47 17.65 21.58
15020 - Aircrew Training Devices Instructor (Rated) 15030 - Air Crew Training Devices Instructor (Pilot) 15050 - Computer Based Training Specialist / Instructor 15060 - Educational Technologist 15070 - Flight Instructor (Pilot) 15080 - Graphic Artist 15090 - Technical Instructor	29.32 33.30 24.23 22.82 33.30 20.47 17.65
15020 - Aircrew Training Devices Instructor (Rated) 15030 - Air Crew Training Devices Instructor (Pilot) 15050 - Computer Based Training Specialist / Instructor 15060 - Educational Technologist 15070 - Flight Instructor (Pilot) 15080 - Graphic Artist 15090 - Technical Instructor 15095 - Technical Instructor/Course Developer 15110 - Test Proctor	29.32 33.30 24.23 22.82 33.30 20.47 17.65 21.58 13.87
15020 - Aircrew Training Devices Instructor (Rated) 15030 - Air Crew Training Devices Instructor (Pilot) 15050 - Computer Based Training Specialist / Instructor 15060 - Educational Technologist 15070 - Flight Instructor (Pilot) 15080 - Graphic Artist 15090 - Technical Instructor 15095 - Technical Instructor/Course Developer 15110 - Test Proctor 15120 - Tutor	29.32 33.30 24.23 22.82 33.30 20.47 17.65 21.58
15020 - Aircrew Training Devices Instructor (Rated) 15030 - Air Crew Training Devices Instructor (Pilot) 15050 - Computer Based Training Specialist / Instructor 15060 - Educational Technologist 15070 - Flight Instructor (Pilot) 15080 - Graphic Artist 15090 - Technical Instructor 15095 - Technical Instructor/Course Developer 15110 - Test Proctor 15120 - Tutor 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	29.32 33.30 24.23 22.82 33.30 20.47 17.65 21.58 13.87 13.87
15020 - Aircrew Training Devices Instructor (Rated) 15030 - Air Crew Training Devices Instructor (Pilot) 15050 - Computer Based Training Specialist / Instructor 15060 - Educational Technologist 15070 - Flight Instructor (Pilot) 15080 - Graphic Artist 15090 - Technical Instructor 15095 - Technical Instructor/Course Developer 15110 - Test Proctor 15120 - Tutor 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations 16010 - Assembler	29.32 33.30 24.23 22.82 33.30 20.47 17.65 21.58 13.87 13.87
15020 - Aircrew Training Devices Instructor (Rated) 15030 - Air Crew Training Devices Instructor (Pilot) 15050 - Computer Based Training Specialist / Instructor 15060 - Educational Technologist 15070 - Flight Instructor (Pilot) 15080 - Graphic Artist 15090 - Technical Instructor 15095 - Technical Instructor/Course Developer 15110 - Test Proctor 15120 - Tutor 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations 16010 - Assembler 16030 - Counter Attendant	29.32 33.30 24.23 22.82 33.30 20.47 17.65 21.58 13.87 13.87
15020 - Aircrew Training Devices Instructor (Rated) 15030 - Air Crew Training Devices Instructor (Pilot) 15050 - Computer Based Training Specialist / Instructor 15060 - Educational Technologist 15070 - Flight Instructor (Pilot) 15080 - Graphic Artist 15090 - Technical Instructor 15095 - Technical Instructor/Course Developer 15110 - Test Proctor 15120 - Tutor 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations 16010 - Assembler 16030 - Counter Attendant 16040 - Dry Cleaner	29.32 33.30 24.23 22.82 33.30 20.47 17.65 21.58 13.87 13.87 8.08 8.08 9.34
15020 - Aircrew Training Devices Instructor (Rated) 15030 - Air Crew Training Devices Instructor (Pilot) 15050 - Computer Based Training Specialist / Instructor 15060 - Educational Technologist 15070 - Flight Instructor (Pilot) 15080 - Graphic Artist 15090 - Technical Instructor 15095 - Technical Instructor/Course Developer 15110 - Test Proctor 15120 - Tutor 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations 16010 - Assembler 16030 - Counter Attendant 16040 - Dry Cleaner 16070 - Finisher, Flatwork, Machine	29.32 33.30 24.23 22.82 33.30 20.47 17.65 21.58 13.87 13.87 8.08 8.08 9.34 8.08
15020 - Aircrew Training Devices Instructor (Rated) 15030 - Air Crew Training Devices Instructor (Pilot) 15050 - Computer Based Training Specialist / Instructor 15060 - Educational Technologist 15070 - Flight Instructor (Pilot) 15080 - Graphic Artist 15090 - Technical Instructor 15095 - Technical Instructor/Course Developer 15110 - Test Proctor 15120 - Tutor 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations 16010 - Assembler 16030 - Counter Attendant 16040 - Dry Cleaner 16070 - Finisher, Flatwork, Machine 16090 - Presser, Hand	29.32 33.30 24.23 22.82 33.30 20.47 17.65 21.58 13.87 13.87 8.08 8.08 9.34 8.08 8.08
15020 - Aircrew Training Devices Instructor (Rated) 15030 - Air Crew Training Devices Instructor (Pilot) 15050 - Computer Based Training Specialist / Instructor 15060 - Educational Technologist 15070 - Flight Instructor (Pilot) 15080 - Graphic Artist 15090 - Technical Instructor 15095 - Technical Instructor/Course Developer 15110 - Test Proctor 15120 - Tutor 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations 16010 - Assembler 16030 - Counter Attendant 16040 - Dry Cleaner 16070 - Finisher, Flatwork, Machine	29.32 33.30 24.23 22.82 33.30 20.47 17.65 21.58 13.87 13.87 8.08 8.08 9.34 8.08 8.08
15020 - Aircrew Training Devices Instructor (Rated) 15030 - Air Crew Training Devices Instructor (Pilot) 15050 - Computer Based Training Specialist / Instructor 15060 - Educational Technologist 15070 - Flight Instructor (Pilot) 15080 - Graphic Artist 15090 - Technical Instructor 15095 - Technical Instructor/Course Developer 15110 - Test Proctor 15120 - Tutor 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations 16010 - Assembler 16030 - Counter Attendant 16040 - Dry Cleaner 16070 - Finisher, Flatwork, Machine 16090 - Presser, Hand 16110 - Presser, Machine, Dry-cleaning	29.32 33.30 24.23 22.82 33.30 20.47 17.65 21.58 13.87 13.87 8.08 8.08 9.34 8.08 8.08
15020 - Aircrew Training Devices Instructor (Rated) 15030 - Air Crew Training Devices Instructor (Pilot) 15050 - Computer Based Training Specialist / Instructor 15060 - Educational Technologist 15070 - Flight Instructor (Pilot) 15080 - Graphic Artist 15090 - Technical Instructor 15095 - Technical Instructor/Course Developer 15110 - Test Proctor 15120 - Tutor 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations 16010 - Assembler 16030 - Counter Attendant 16040 - Dry Cleaner 16070 - Finisher, Flatwork, Machine 16090 - Presser, Hand 16110 - Presser, Machine, Dry-cleaning 16130 - Presser, Machine, Shirts	29.32 33.30 24.23 22.82 33.30 20.47 17.65 21.58 13.87 13.87 8.08 8.08 9.34 8.08 8.08
15020 - Aircrew Training Devices Instructor (Rated) 15030 - Air Crew Training Devices Instructor (Pilot) 15050 - Computer Based Training Specialist / Instructor 15060 - Educational Technologist 15070 - Flight Instructor (Pilot) 15080 - Graphic Artist 15090 - Technical Instructor 15095 - Technical Instructor/Course Developer 15110 - Test Proctor 15120 - Tutor 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations 16010 - Assembler 16030 - Counter Attendant 16040 - Dry Cleaner 16070 - Finisher, Flatwork, Machine 16090 - Presser, Hand 16110 - Presser, Machine, Dry-cleaning 16130 - Presser, Machine, Shirts 16160 - Presser, Machine, Wearing Apparel, Laundry	29.32 33.30 24.23 22.82 33.30 20.47 17.65 21.58 13.87 13.87 8.08 8.08 9.34 8.08 8.08 8.08 8.08
15020 - Aircrew Training Devices Instructor (Rated) 15030 - Air Crew Training Devices Instructor (Pilot) 15050 - Computer Based Training Specialist / Instructor 15060 - Educational Technologist 15070 - Flight Instructor (Pilot) 15080 - Graphic Artist 15090 - Technical Instructor 15095 - Technical Instructor/Course Developer 15110 - Test Proctor 15120 - Tutor 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations 16010 - Assembler 16030 - Counter Attendant 16040 - Dry Cleaner 16070 - Finisher, Flatwork, Machine 16090 - Presser, Hand 16110 - Presser, Machine, Dry-cleaning 16130 - Presser, Machine, Shirts 16160 - Presser, Machine, Wearing Apparel, Laundry 16190 - Sewing Machine Operator	29.32 33.30 24.23 22.82 33.30 20.47 17.65 21.58 13.87 13.87 8.08 8.08 9.34 8.08 8.08 8.08 8.08
15020 - Aircrew Training Devices Instructor (Rated) 15030 - Air Crew Training Devices Instructor (Pilot) 15050 - Computer Based Training Specialist / Instructor 15060 - Educational Technologist 15070 - Flight Instructor (Pilot) 15080 - Graphic Artist 15090 - Technical Instructor 15095 - Technical Instructor 15095 - Technical Instructor/Course Developer 15110 - Test Proctor 15120 - Tutor 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations 16010 - Assembler 16030 - Counter Attendant 16040 - Dry Cleaner 16070 - Finisher, Flatwork, Machine 16090 - Presser, Hand 16110 - Presser, Machine, Dry-cleaning 16130 - Presser, Machine, Shirts 16160 - Presser, Machine, Wearing Apparel, Laundry 16190 - Sewing Machine Operator 16220 - Tailor	29.32 33.30 24.23 22.82 33.30 20.47 17.65 21.58 13.87 13.87 8.08 8.08 9.34 8.08 8.08 8.08 8.08
15020 - Aircrew Training Devices Instructor (Rated) 15030 - Air Crew Training Devices Instructor (Pilot) 15050 - Computer Based Training Specialist / Instructor 15060 - Educational Technologist 15070 - Flight Instructor (Pilot) 15080 - Graphic Artist 15090 - Technical Instructor 15095 - Technical Instructor/Course Developer 15110 - Test Proctor 15120 - Tutor 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations 16010 - Assembler 16030 - Counter Attendant 16040 - Dry Cleaner 16070 - Finisher, Flatwork, Machine 16090 - Presser, Hand 16110 - Presser, Machine, Dry-cleaning 16130 - Presser, Machine, Shirts 16160 - Presser, Machine, Wearing Apparel, Laundry 16190 - Sewing Machine Operator 16220 - Tailor 16250 - Washer, Machine	29.32 33.30 24.23 22.82 33.30 20.47 17.65 21.58 13.87 13.87 8.08 8.08 9.34 8.08 8.08 8.08 8.08 9.86
15020 - Aircrew Training Devices Instructor (Rated) 15030 - Air Crew Training Devices Instructor (Pilot) 15050 - Computer Based Training Specialist / Instructor 15060 - Educational Technologist 15070 - Flight Instructor (Pilot) 15080 - Graphic Artist 15090 - Technical Instructor 15095 - Technical Instructor 15095 - Technical Instructor/Course Developer 15110 - Test Proctor 15120 - Tutor 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations 16010 - Assembler 16030 - Counter Attendant 16040 - Dry Cleaner 16070 - Finisher, Flatwork, Machine 16090 - Presser, Hand 16110 - Presser, Machine, Dry-cleaning 16130 - Presser, Machine, Shirts 16160 - Presser, Machine, Wearing Apparel, Laundry 16190 - Sewing Machine Operator 16220 - Tailor 16250 - Washer, Machine 19000 - Machine Tool Operation And Repair Occupations	29.32 33.30 24.23 22.82 33.30 20.47 17.65 21.58 13.87 13.87 8.08 8.08 8.08 8.08 8.08 8.08 8.08 8
15020 - Aircrew Training Devices Instructor (Rated) 15030 - Air Crew Training Devices Instructor (Pilot) 15050 - Computer Based Training Specialist / Instructor 15060 - Educational Technologist 15070 - Flight Instructor (Pilot) 15080 - Graphic Artist 15090 - Technical Instructor 15095 - Technical Instructor/Course Developer 15110 - Test Proctor 15120 - Tutor 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations 16010 - Assembler 16030 - Counter Attendant 16040 - Dry Cleaner 16070 - Finisher, Flatwork, Machine 16090 - Presser, Hand 16110 - Presser, Machine, Dry-cleaning 16130 - Presser, Machine, Shirts 16160 - Presser, Machine, Wearing Apparel, Laundry 16190 - Sewing Machine Operator 16220 - Tailor 16250 - Washer, Machine 19000 - Machine Tool Operation And Repair Occupations 19010 - Machine-Tool Operator (Tool Room)	29.32 33.30 24.23 22.82 33.30 20.47 17.65 21.58 13.87 13.87 8.08 8.08 8.08 8.08 8.08 8.08 8.08 8
15020 - Aircrew Training Devices Instructor (Rated) 15030 - Air Crew Training Devices Instructor (Pilot) 15050 - Computer Based Training Specialist / Instructor 15060 - Educational Technologist 15070 - Flight Instructor (Pilot) 15080 - Graphic Artist 15090 - Technical Instructor 15095 - Technical Instructor/Course Developer 15110 - Test Proctor 15120 - Tutor 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations 16010 - Assembler 16030 - Counter Attendant 16040 - Dry Cleaner 16070 - Finisher, Flatwork, Machine 16090 - Presser, Machine, Dry-cleaning 16130 - Presser, Machine, Shirts 16160 - Presser, Machine, Wearing Apparel, Laundry 16190 - Sewing Machine Operator 16220 - Tailor 16250 - Washer, Machine 19000 - Machine Tool Operation And Repair Occupations 19010 - Machine-Tool Operator (Tool Room) 19040 - Tool And Die Maker	29.32 33.30 24.23 22.82 33.30 20.47 17.65 21.58 13.87 13.87 8.08 8.08 8.08 8.08 8.08 8.08 8.08 8
15020 - Aircrew Training Devices Instructor (Rated) 15030 - Air Crew Training Devices Instructor (Pilot) 15050 - Computer Based Training Specialist / Instructor 15060 - Educational Technologist 15070 - Flight Instructor (Pilot) 15080 - Graphic Artist 15090 - Technical Instructor 15095 - Technical Instructor/Course Developer 15110 - Test Proctor 15120 - Tutor 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations 16010 - Assembler 16030 - Counter Attendant 16040 - Dry Cleaner 16070 - Finisher, Flatwork, Machine 16090 - Presser, Machine, Dry-cleaning 16130 - Presser, Machine, Shirts 16160 - Presser, Machine, Wearing Apparel, Laundry 16190 - Sewing Machine Operator 16220 - Tailor 16250 - Washer, Machine 19000 - Machine Tool Operation And Repair Occupations 19010 - Machine-Tool Operator (Tool Room) 19040 - Tool And Die Maker	29.32 33.30 24.23 22.82 33.30 20.47 17.65 21.58 13.87 13.87 8.08 8.08 8.08 8.08 8.08 8.08 8.08 8
15020 - Aircrew Training Devices Instructor (Rated) 15030 - Air Crew Training Devices Instructor (Pilot) 15050 - Computer Based Training Specialist / Instructor 15060 - Educational Technologist 15070 - Flight Instructor (Pilot) 15080 - Graphic Artist 15090 - Technical Instructor 15095 - Technical Instructor 15095 - Technical Instructor/Course Developer 15110 - Test Proctor 15120 - Tutor 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations 16010 - Assembler 16030 - Counter Attendant 16040 - Dry Cleaner 16070 - Finisher, Flatwork, Machine 16090 - Presser, Hand 16110 - Presser, Machine, Dry-cleaning 16130 - Presser, Machine, Shirts 16160 - Presser, Machine, Wearing Apparel, Laundry 16190 - Sewing Machine Operator 16220 - Tailor 16250 - Washer, Machine 19000 - Machine Tool Operation And Repair Occupations 19010 - Machine Tool Operator (Tool Room) 19040 - Tool And Die Maker 21000 - Materials Handling And Packing Occupations	29.32 33.30 24.23 22.82 33.30 20.47 17.65 21.58 13.87 13.87 8.08 8.08 8.08 8.08 8.08 8.08 8.08 8
15020 - Aircrew Training Devices Instructor (Rated) 15030 - Air Crew Training Devices Instructor (Pilot) 15050 - Computer Based Training Specialist / Instructor 15060 - Educational Technologist 15070 - Flight Instructor (Pilot) 15080 - Graphic Artist 15090 - Technical Instructor 15095 - Technical Instructor/Course Developer 15110 - Test Proctor 15120 - Tutor 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations 16010 - Assembler 16030 - Counter Attendant 16040 - Dry Cleaner 16070 - Finisher, Flatwork, Machine 16090 - Presser, Hand 16110 - Presser, Machine, Dry-cleaning 16130 - Presser, Machine, Shirts 16160 - Presser, Machine, Wearing Apparel, Laundry 16190 - Sewing Machine Operator 16220 - Tailor 16250 - Washer, Machine 19000 - Machine Tool Operation And Repair Occupations 19010 - Machine-Tool Operator (Tool Room) 19040 - Tool And Die Maker 21000 - Materials Handling And Packing Occupations 21020 - Forklift Operator	29.32 33.30 24.23 22.82 33.30 20.47 17.65 21.58 13.87 13.87 8.08 8.08 9.34 8.08 8.08 8.08 8.08 8.08 9.86 10.33 8.46
15020 - Aircrew Training Devices Instructor (Rated) 15030 - Air Crew Training Devices Instructor (Pilot) 15050 - Computer Based Training Specialist / Instructor 15060 - Educational Technologist 15070 - Flight Instructor (Pilot) 15080 - Graphic Artist 15090 - Technical Instructor 15095 - Technical Instructor 15095 - Technical Instructor/Course Developer 15110 - Test Proctor 15120 - Tutor 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations 16010 - Assembler 16030 - Counter Attendant 16040 - Dry Cleaner 16070 - Finisher, Flatwork, Machine 16090 - Presser, Hand 16110 - Presser, Machine, Dry-cleaning 16130 - Presser, Machine, Shirts 16160 - Presser, Machine, Shirts 16160 - Presser, Machine, Wearing Apparel, Laundry 16190 - Sewing Machine Operator 16220 - Tailor 16250 - Washer, Machine 19000 - Machine Tool Operation And Repair Occupations 19010 - Machine-Tool Operator (Tool Room) 19040 - Tool And Die Maker 21000 - Materials Handling And Packing Occupations 21020 - Forklift Operator 21030 - Material Coordinator	29.32 33.30 24.23 22.82 33.30 20.47 17.65 21.58 13.87 13.87 8.08 8.08 9.34 8.08 8.08 8.08 8.08 8.08 9.86 10.33 8.46 14.49 18.20
15020 - Aircrew Training Devices Instructor (Rated) 15030 - Air Crew Training Devices Instructor (Pilot) 15050 - Computer Based Training Specialist / Instructor 15060 - Educational Technologist 15070 - Flight Instructor (Pilot) 15080 - Graphic Artist 15090 - Technical Instructor 15095 - Technical Instructor/Course Developer 15110 - Test Proctor 15120 - Tutor 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations 16010 - Assembler 16030 - Counter Attendant 16040 - Dry Cleaner 16070 - Finisher, Flatwork, Machine 16090 - Presser, Hand 16110 - Presser, Machine, Dry-cleaning 16130 - Presser, Machine, Shirts 16160 - Presser, Machine, Wearing Apparel, Laundry 16190 - Sewing Machine Operator 16220 - Tailor 16250 - Washer, Machine 19000 - Machine Tool Operation And Repair Occupations 19010 - Machine-Tool Operator (Tool Room) 19040 - Tool And Die Maker 21000 - Materials Handling And Packing Occupations 21020 - Forklift Operator 21030 - Material Expediter	29.32 33.30 24.23 22.82 33.30 20.47 17.65 21.58 13.87 13.87 8.08 8.08 9.34 8.08 8.08 8.08 8.08 9.34 8.08 8.08
15020 - Aircrew Training Devices Instructor (Rated) 15030 - Air Crew Training Devices Instructor (Pilot) 15050 - Computer Based Training Specialist / Instructor 15060 - Educational Technologist 15070 - Flight Instructor (Pilot) 15080 - Graphic Artist 15090 - Technical Instructor 15095 - Technical Instructor 15110 - Test Proctor 15120 - Tutor 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations 16010 - Assembler 16030 - Counter Attendant 16040 - Dry Cleaner 16070 - Finisher, Flatwork, Machine 16090 - Presser, Hand 16110 - Presser, Machine, Dry-cleaning 16130 - Presser, Machine, Dry-cleaning 16130 - Presser, Machine, Shirts 16160 - Presser, Machine, Wearing Apparel, Laundry 16190 - Sewing Machine Operator 16220 - Tailor 16250 - Washer, Machine 19000 - Machine Tool Operation And Repair Occupations 19010 - Machine-Tool Operator (Tool Room) 19040 - Tool And Die Maker 21000 - Materials Handling And Packing Occupations 21020 - Forklift Operator 21030 - Material Expediter 21050 - Material Expediter	29.32 33.30 24.23 22.82 33.30 20.47 17.65 21.58 13.87 13.87 8.08 8.08 9.34 8.08 8.08 8.08 9.34 8.08 8.08 10.33 8.46 14.49 18.20 12.49 18.34 10.65
15020 - Aircrew Training Devices Instructor (Rated) 15030 - Air Crew Training Devices Instructor (Pilot) 15050 - Computer Based Training Specialist / Instructor 15060 - Educational Technologist 15070 - Flight Instructor (Pilot) 15080 - Graphic Artist 15090 - Technical Instructor 15095 - Technical Instructor 15100 - Tutor 15110 - Tutor 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations 16010 - Assembler 16030 - Counter Attendant 16040 - Dry Cleaner 16070 - Finisher, Flatwork, Machine 16090 - Presser, Hand 16110 - Presser, Machine, Dry-cleaning 16130 - Presser, Machine, Shirts 16160 - Presser, Machine, Shirts 16160 - Presser, Machine Operator 16220 - Tailor 16250 - Washer, Machine 19000 - Machine Tool Operation And Repair Occupations 19010 - Machine-Tool Operator (Tool Room) 19040 - Tool And Die Maker 21000 - Material Handling And Packing Occupations 21020 - Forklift Operator 21030 - Material Coordinator 21040 - Material Expediter 21050 - Material Handling Laborer 21071 - Order Filler	29.32 33.30 24.23 22.82 33.30 20.47 17.65 21.58 13.87 13.87 8.08 8.08 9.34 8.08 8.08 9.34 8.08 8.08 9.34 8.08 10.33 8.46 10.33 8.46 14.49 18.20 12.49 18.34 10.65 9.66
15020 - Aircrew Training Devices Instructor (Rated) 15030 - Air Crew Training Devices Instructor (Pilot) 15050 - Computer Based Training Specialist / Instructor 15060 - Educational Technologist 15070 - Flight Instructor (Pilot) 15080 - Graphic Artist 15090 - Technical Instructor 15095 - Technical Instructor 15100 - Test Proctor 15110 - Test Proctor 15120 - Tutor 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations 16010 - Assembler 16030 - Counter Attendant 16040 - Dry Cleaner 16070 - Finisher, Flatwork, Machine 16090 - Presser, Machine, Dry-cleaning 16110 - Presser, Machine, Shirts 16160 - Presser, Machine, Shirts 16160 - Presser, Machine Operator 16220 - Tailor 16250 - Washer, Machine 19000 - Machine Tool Operation And Repair Occupations 19010 - Machine-Tool Operator (Tool Room) 19040 - Tool And Die Maker 21000 - Materials Handling And Packing Occupations 21020 - Forklift Operator 21030 - Material Expediter 21050 - Material Handling Laborer 21071 - Order Filler 21080 - Production Line Worker (Food Processing)	29.32 33.30 24.23 22.82 33.30 20.47 17.65 21.58 13.87 13.87 8.08 8.08 9.34 8.08 8.08 8.08 8.08 9.34 8.08 8.08 9.34 8.08 10.33 8.46 10.33 8.46 14.49 18.20 12.49 18.34 10.65 9.66 12.49
15020 - Aircrew Training Devices Instructor (Rated) 15030 - Air Crew Training Devices Instructor (Pilot) 15050 - Computer Based Training Specialist / Instructor 15060 - Educational Technologist 15070 - Flight Instructor (Pilot) 15080 - Graphic Artist 15090 - Technical Instructor 15095 - Technical Instructor/Course Developer 15110 - Test Proctor 15120 - Tutor 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations 16010 - Assembler 16030 - Counter Attendant 16040 - Dry Cleaner 16070 - Finisher, Flatwork, Machine 16090 - Presser, Hand 16110 - Presser, Machine, Dry-cleaning 16130 - Presser, Machine, Shirts 16160 - Presser, Machine, Wearing Apparel, Laundry 16190 - Sewing Machine Operator 16220 - Tailor 16220 - Tailor 16220 - Washer, Machine 19000 - Machine Tool Operation And Repair Occupations 19010 - Machine Tool Operator (Tool Room) 19040 - Tool And Die Maker 21000 - Materials Handling And Packing Occupations 21020 - Forklift Operator 21030 - Material Coordinator 21040 - Material Expediter 21050 - Material Handling Laborer 21071 - Order Filler 21080 - Production Line Worker (Food Processing) 21110 - Shipping Packer	29.32 33.30 24.23 22.82 33.30 20.47 17.65 21.58 13.87 13.87 8.08 8.08 9.34 8.08 8.08 8.08 8.08 9.34 8.08 8.08 9.34 8.08 10.33 8.46 10.33 8.46 14.49 18.20 12.49 13.33
15020 - Aircrew Training Devices Instructor (Rated) 15030 - Air Crew Training Devices Instructor (Pilot) 15050 - Computer Based Training Specialist / Instructor 15060 - Educational Technologist 15070 - Flight Instructor (Pilot) 15080 - Graphic Artist 15090 - Technical Instructor 15095 - Technical Instructor 15095 - Technical Instructor/Course Developer 15110 - Test Proctor 15120 - Tutor 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations 16010 - Assembler 16030 - Counter Attendant 16040 - Dry Cleaner 16070 - Finisher, Flatwork, Machine 16090 - Presser, Hand 16110 - Presser, Machine, Dry-cleaning 16130 - Presser, Machine, Shirts 16160 - Presser, Machine, Wearing Apparel, Laundry 16190 - Sewing Machine Operator 16220 - Tailor 16250 - Washer, Machine 19000 - Machine Tool Operation And Repair Occupations 19010 - Machine-Tool Operator (Tool Room) 19040 - Tool And Die Maker 21000 - Materials Handling And Packing Occupations 21020 - Forklift Operator 21030 - Material Expediter 21050 - Material Expediter 21050 - Production Line Worker (Food Processing) 21110 - Shipping Packer 21130 - Shipping Packer	29.32 33.30 24.23 22.82 33.30 20.47 17.65 21.58 13.87 13.87 8.08 8.08 9.34 8.08 8.08 8.08 8.08 9.34 8.08 8.08 10.33 8.46 10.33 8.46 14.49 18.20 12.49 18.34 10.65 9.66 12.49 13.33 13.33
15020 - Aircrew Training Devices Instructor (Rated) 15030 - Air Crew Training Devices Instructor (Pilot) 15050 - Computer Based Training Specialist / Instructor 15060 - Educational Technologist 15070 - Flight Instructor (Pilot) 15080 - Graphic Artist 15090 - Technical Instructor 15095 - Technical Instructor/Course Developer 15110 - Test Proctor 15120 - Tutor 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations 16010 - Assembler 16030 - Counter Attendant 16040 - Dry Cleaner 16070 - Finisher, Flatwork, Machine 16090 - Presser, Hand 16110 - Presser, Machine, Dry-cleaning 16130 - Presser, Machine, Shirts 16160 - Presser, Machine, Wearing Apparel, Laundry 16190 - Sewing Machine Operator 16220 - Tailor 16220 - Tailor 16220 - Washer, Machine 19000 - Machine Tool Operation And Repair Occupations 19010 - Machine Tool Operator (Tool Room) 19040 - Tool And Die Maker 21000 - Materials Handling And Packing Occupations 21020 - Forklift Operator 21030 - Material Coordinator 21040 - Material Expediter 21050 - Material Handling Laborer 21071 - Order Filler 21080 - Production Line Worker (Food Processing) 21110 - Shipping Packer	29.32 33.30 24.23 22.82 33.30 20.47 17.65 21.58 13.87 13.87 8.08 8.08 9.34 8.08 8.08 8.08 9.34 8.08 8.08 10.33 8.46 10.33 8.46 14.49 18.20 12.49 18.34 10.65 9.66 12.49 13.33 13.33 13.33
15020 - Aircrew Training Devices Instructor (Rated) 15030 - Air Crew Training Devices Instructor (Pilot) 15050 - Computer Based Training Specialist / Instructor 15060 - Educational Technologist 15070 - Flight Instructor (Pilot) 15080 - Graphic Artist 15090 - Technical Instructor 15095 - Technical Instructor 15095 - Technical Instructor/Course Developer 15110 - Test Proctor 15120 - Tutor 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations 16010 - Assembler 16030 - Counter Attendant 16040 - Dry Cleaner 16070 - Finisher, Flatwork, Machine 16090 - Presser, Hand 16110 - Presser, Machine, Dry-cleaning 16130 - Presser, Machine, Shirts 16160 - Presser, Machine, Wearing Apparel, Laundry 16190 - Sewing Machine Operator 16220 - Tailor 16250 - Washer, Machine 19000 - Machine Tool Operation And Repair Occupations 19010 - Machine-Tool Operator (Tool Room) 19040 - Tool And Die Maker 21000 - Materials Handling And Packing Occupations 21020 - Forklift Operator 21030 - Material Expediter 21050 - Material Expediter 21050 - Production Line Worker (Food Processing) 21110 - Shipping Packer 21130 - Shipping Packer	29.32 33.30 24.23 22.82 33.30 20.47 17.65 21.58 13.87 13.87 8.08 8.08 8.08 8.08 8.08 8.08 8.08 8
15020 - Aircrew Training Devices Instructor (Rated) 15030 - Air Crew Training Devices Instructor (Pilot) 15050 - Computer Based Training Specialist / Instructor 15060 - Educational Technologist 15070 - Flight Instructor (Pilot) 15080 - Graphic Artist 15090 - Technical Instructor 15095 - Technical Instructor 15095 - Technical Instructor/Course Developer 15110 - Test Proctor 15120 - Tutor 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations 16010 - Assembler 16030 - Counter Attendant 16040 - Dry Cleaner 16070 - Finisher, Flatwork, Machine 16090 - Presser, Hand 16110 - Presser, Machine, Dry-cleaning 16130 - Presser, Machine, Shirts 16160 - Presser, Machine, Wearing Apparel, Laundry 16190 - Sewing Machine Operator 16220 - Tailor 16250 - Washer, Machine 19000 - Machine Tool Operator (Tool Room) 19040 - Tool And Die Maker 21000 - Material Handling And Packing Occupations 21020 - Forklift Operator 21030 - Material Expediter 21050 - Material Expediter 21071 - Order Filler 21080 - Production Line Worker (Food Processing) 21110 - Shipping/Receiving Clerk 21140 - Store Worker I	29.32 33.30 24.23 22.82 33.30 20.47 17.65 21.58 13.87 13.87 8.08 8.08 9.34 8.08 8.08 8.08 9.34 8.08 8.08 10.33 8.46 10.33 8.46 14.49 18.20 12.49 18.34 10.65 9.66 12.49 13.33 13.33 13.33
15020 - Aircrew Training Devices Instructor (Rated) 15030 - Air Crew Training Devices Instructor (Pilot) 15050 - Computer Based Training Specialist / Instructor 15060 - Educational Technologist 15070 - Flight Instructor (Pilot) 15080 - Graphic Artist 15090 - Technical Instructor 15095 - Technical Instructor 15095 - Technical Instructor/Course Developer 15110 - Test Proctor 15120 - Tutor 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations 16010 - Assembler 16030 - Counter Attendant 16040 - Dry Cleaner 16070 - Finisher, Flatwork, Machine 16090 - Presser, Hand 16110 - Presser, Machine, Dry-cleaning 16130 - Presser, Machine, Shirts 16160 - Presser, Machine, Wearing Apparel, Laundry 16190 - Sewing Machine Operator 16220 - Tailor 16250 - Washer, Machine 19000 - Machine Tool Operation And Repair Occupations 19010 - Machine-Tool Operator (Tool Room) 19040 - Tool And Die Maker 21000 - Materials Handling And Packing Occupations 21020 - Forklift Operator 21030 - Material Coordinator 21040 - Material Expediter 21050 - Material Handling Laborer 21071 - Order Filler 21080 - Production Line Worker (Food Processing) 21110 - Shipping/Receiving Clerk 21130 - Shipping/Receiving Clerk 21150 - Stock Clerk	29.32 33.30 24.23 22.82 33.30 20.47 17.65 21.58 13.87 13.87 8.08 8.08 8.08 8.08 8.08 8.08 8.08 8

23000	- Mechanics And Maintenance And Repair Occupations	
	0 - Aerospace Structural Welder	20.69
	1 - Aircraft Mechanic I	19.70
	2 - Aircraft Mechanic II	20.69
	3 - Aircraft Mechanic III 0 - Aircraft Mechanic Helper	21.74 13.70
	0 - Aircraft, Painter	18.50
	0 - Aircraft Servicer	16.09
2308	0 - Aircraft Worker	17.38
	0 - Appliance Mechanic	14.49
	0 - Bicycle Repairer	9.74
	5 - Cable Splicer 0 - Carpenter, Maintenance	15.43 13.00
	0 - Carpenter, Maintenance 0 - Carpet Layer	13.55
	0 - Electrician, Maintenance	14.99
	1 - Electronics Technician Maintenance I	14.72
	2 - Electronics Technician Maintenance II	15.05
	3 - Electronics Technician Maintenance III	18.31
	0 - Fabric Worker	12.60 15.43
	0 - Fire Alarm System Mechanic 0 - Fire Extinguisher Repairer	11.67
	1 - Fuel Distribution System Mechanic	15.43
	2 - Fuel Distribution System Operator	13.01
	O - General Maintenance Worker	11.95
	0 - Ground Support Equipment Mechanic	19.70
	1 - Ground Support Equipment Servicer	16.09 17.38
	2 - Ground Support Equipment Worker 1 - Gunsmith I	11.67
	2 - Gunsmith II	13.55
	3 - Gunsmith III	15.43
	O - Heating, Ventilation And Air-Conditioning Mechanic	15.76
	1 - Heating, Ventilation And Air Conditioning	16.55
	anic (Research Facility)	15.15
	0 - Heavy Equipment Mechanic 0 - Heavy Equipment Operator	13.73
	0 - Instrument Mechanic	15.43
	5 - Laboratory/Shelter Mechanic	14.49
	O - Laborer .	10.65
	0 - Locksmith	14.49
	0 - Machinery Maintenance Mechanic	17.38 15.43
	0 - Machinist, Maintenance 0 - Maintenance Trades Helper	9.92
	1 - Metrology Technician I	15.43
	2 - Metrology Technician II	16.41
	3 - Metrology Technician III	17.37
	0 - Millwright	15.43
	0 - Office Appliance Repairer 0 - Painter, Maintenance	14.38 13.55
	0 - Painter, Maintenance 0 - Pipefitter, Maintenance	15.32
	0 - Plumber, Maintenance	14.38
	0 - Pneudraulic Systems Mechanic	15.43
	O - Rigger	15.43
	0 - Scale Mechanic	13.55
	0 - Sheet-Metal Worker, Maintenance 0 - Small Engine Mechanic	15.21 13.55
	1 - Telecommunications Mechanic I	19.01
	2 - Telecommunications Mechanic II	19.76
	O - Telephone Lineman	18.24
	0 - Welder, Combination, Maintenance	14.66
	5 - Well Driller 0 - Woodcraft Worker	15.43 15.43
	0 - Woodcraft worker 0 - Woodworker	11.67
	- Personal Needs Occupations	
2457	0 - Child Care Attendant	10.09
	0 - Child Care Center Clerk	12.58
	0 - Chore Aide	12.43
	0 - Family Readiness And Support Services dinator	12.44
	0 - Homemaker	16.12
	- Plant And System Operations Occupations	
2501	0 - Boiler Tender	15.43
	0 - Sewage Plant Operator	14.49
	0 - Stationary Engineer 0 - Ventilation Equipment Tender	15.43 10.73
	0 - Water Treatment Plant Operator	14.49
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27000 -	Protective Service Occupations	•	
	- Alarm Monitor	1.0	.90
	- Baggage Inspector		.35
	- Corrections Officer		.05
	- Court Security Officer		.05
	- Detection Dog Handler	The second secon	.90
	- Detention Officer		2.05
	- Firefighter		.05
	- Guard I		.37
	- Guard II		.90
	- Police Officer I	· · · · · · · · · · · · · · · · · · ·	.05
	- Police Officer II	13	3.40
	Recreation Occupations		
	- Carnival Equipment Operator		.53
	- Carnival Equipment Repairer		.08
	- Carnival Equipment Worker		.78
	- Gate Attendant/Gate Tender		3.18
	- Lifeguard		.01
	- Park Attendant (Aide)	. 14	.74
	- Recreation Aide/Health Facility Attendant	10	.76
	- Recreation Specialist	18	.26
28630	- Sports Official ·	11	.74
28690	- Swimming Pool Operator	. 17	.71
29000 -	Stevedoring/Longshoremen Occupational Service	es	
29010	- Blocker And Bracer	15	.20
29020	- Hatch Tender	15	.20
29030	- Line Handler	. 15	.20
	- Stevedore I		.22
	- Stevedore II		.25
	Technical Occupations	,	100 ET 1000
	- Air Traffic Control Specialist, Center (HE	O) (see 2) 35	.77
	- Air Traffic Control Specialist, Station (F		.66
	- Air Traffic Control Specialist, Terminal		.16
	- Archeological Technician I	N .C. 109X 125 - 125 - 124 - 125 - 124 - 125 - 1	.49
	- Archeological Technician II		.56
	- Archeological Technician III		.21
	- Cartographic Technician		3.18
		7 -	
30040	- Civil Engineering Technician	21	.93
30040 30061	- Civil Engineering Technician - Drafter/CAD Operator I	21 17	.93
30040 30061 30062	- Civil Engineering Technician - Drafter/CAD Operator I - Drafter/CAD Operator II	21 17 19	.93 .49 0.56
30040 30061 30062 30063	- Civil Engineering Technician - Drafter/CAD Operator I - Drafter/CAD Operator II - Drafter/CAD Operator III	21 17 19 20	.93 .49 0.56
30040 30061 30062 30063 30064	- Civil Engineering Technician - Drafter/CAD Operator I - Drafter/CAD Operator II - Drafter/CAD Operator III - Drafter/CAD Operator IV	21 17 19 20 24	.93 .49 0.56 0.74
30040 30061 30062 30063 30064 30081	- Civil Engineering Technician - Drafter/CAD Operator I - Drafter/CAD Operator II - Drafter/CAD Operator III - Drafter/CAD Operator IV - Engineering Technician I	21 17 19 20 24 14	.93 .49 .56 .74 .21
30040 30061 30062 30063 30064 30081 30082	- Civil Engineering Technician - Drafter/CAD Operator I - Drafter/CAD Operator II - Drafter/CAD Operator III - Drafter/CAD Operator IV - Engineering Technician I - Engineering Technician II	21 17 19 20 24 14	. 93 . 49 . 56 . 74 . 21 . 62
30040 30061 30062 30063 30064 30081 30082 30083	- Civil Engineering Technician - Drafter/CAD Operator I - Drafter/CAD Operator II - Drafter/CAD Operator III - Drafter/CAD Operator IV - Engineering Technician I - Engineering Technician II - Engineering Technician III	21 17 19 20 24 14 16	.93 .49).56).74 .21 .62 5.41
30040 30061 30062 30063 30064 30081 30082 30083 30084	- Civil Engineering Technician - Drafter/CAD Operator I - Drafter/CAD Operator II - Drafter/CAD Operator III - Drafter/CAD Operator IV - Engineering Technician I - Engineering Technician II - Engineering Technician III - Engineering Technician IV	21 17 19 20 24 14 16 18	.93 .49).56).74 .21 .62 5.41 3.36
30040 30061 30062 30063 30064 30081 30082 30083 30084 30085	- Civil Engineering Technician - Drafter/CAD Operator I - Drafter/CAD Operator II - Drafter/CAD Operator III - Drafter/CAD Operator IV - Engineering Technician I - Engineering Technician III - Engineering Technician IIII - Engineering Technician IV - Engineering Technician V	21 17 19 20 24 14 16 18 22 27	.93 .49 .56 .74 .21 .62 .41 .36 .34
30040 30061 30062 30063 30064 30081 30082 30083 30084 30085 30086	- Civil Engineering Technician - Drafter/CAD Operator I - Drafter/CAD Operator II - Drafter/CAD Operator III - Drafter/CAD Operator IV - Engineering Technician I - Engineering Technician II - Engineering Technician III - Engineering Technician IV - Engineering Technician V - Engineering Technician V - Engineering Technician VI	21 17 19 20 24 14 16 18 22 27	.93 .49 .56 .74 .21 .62 .41 .36 .34 .83
30040 30061 30062 30063 30064 30081 30082 30083 30084 30085 30086 30090	- Civil Engineering Technician - Drafter/CAD Operator I - Drafter/CAD Operator II - Drafter/CAD Operator III - Drafter/CAD Operator IV - Engineering Technician I - Engineering Technician II - Engineering Technician III - Engineering Technician IV - Engineering Technician V - Engineering Technician V - Engineering Technician VI - Environmental Technician	21 17 19 20 24 14 16 18 22 27 33	.93 .49 .56 .74 .21 .62 .41 .36 .34 .83 .66
30040 30061 30062 30063 30064 30081 30082 30083 30084 30085 30086 30090 30210	- Civil Engineering Technician - Drafter/CAD Operator I - Drafter/CAD Operator II - Drafter/CAD Operator III - Drafter/CAD Operator IV - Engineering Technician I - Engineering Technician II - Engineering Technician III - Engineering Technician IV - Engineering Technician V - Engineering Technician V - Engineering Technician VI - Environmental Technician - Laboratory Technician	21 17 19 20 24 14 16 18 22 27 33 21	.93 .49 .56 .74 .21 .62 .41 .36 .34 .83 .66
30040 30061 30062 30063 30064 30081 30082 30083 30084 30085 30090 30210 30240	- Civil Engineering Technician - Drafter/CAD Operator I - Drafter/CAD Operator II - Drafter/CAD Operator III - Drafter/CAD Operator IV - Engineering Technician I - Engineering Technician II - Engineering Technician III - Engineering Technician IV - Engineering Technician V - Engineering Technician V - Engineering Technician VI - Environmental Technician - Laboratory Technician - Mathematical Technician	21 17 19 20 24 14 16 18 22 27 33 21 20 23	.93 .49 .56 .74 .21 .62 .41 .36 .34 .83 .66 .10
30040 30061 30062 30063 30064 30081 30082 30083 30084 30086 30090 30210 30240 30361	- Civil Engineering Technician - Drafter/CAD Operator I - Drafter/CAD Operator II - Drafter/CAD Operator III - Drafter/CAD Operator IV - Engineering Technician I - Engineering Technician II - Engineering Technician III - Engineering Technician IV - Engineering Technician V - Engineering Technician V - Engineering Technician VI - Environmental Technician - Laboratory Technician - Mathematical Technician - Paralegal/Legal Assistant I	21 17 19 20 24 14 16 18 22 27 33 21 20 23	.93 .49 .56 .74 .21 .62 .41 .36 .34 .83 .66 .10 .74 .34
30040 30061 30062 30063 30064 30081 30082 30083 30084 30085 30090 30210 30240 30361 30362	- Civil Engineering Technician - Drafter/CAD Operator I - Drafter/CAD Operator II - Drafter/CAD Operator IV - Drafter/CAD Operator IV - Engineering Technician I - Engineering Technician II - Engineering Technician IV - Engineering Technician IV - Engineering Technician V - Engineering Technician V - Engineering Technician V - Engineering Technician VI - Environmental Technician - Laboratory Technician - Mathematical Technician - Paralegal/Legal Assistant I - Paralegal/Legal Assistant II	21 17 19 20 24 14 16 18 22 27 33 21 20 23	.93 .49 .56 .74 .21 .62 .41 .36 .34 .83 .66 .10 .74 .34 .06 .53
30040 30061 30062 30063 30064 30081 30082 30083 30084 30085 30090 30210 30240 30361 30362 30363	- Civil Engineering Technician - Drafter/CAD Operator I - Drafter/CAD Operator II - Drafter/CAD Operator IV - Drafter/CAD Operator IV - Engineering Technician I - Engineering Technician II - Engineering Technician III - Engineering Technician IV - Engineering Technician IV - Engineering Technician V - Engineering Technician V - Engineering Technician VI - Environmental Technician - Laboratory Technician - Mathematical Technician - Paralegal/Legal Assistant II - Paralegal/Legal Assistant III	21 17 19 20 24 14 16 18 22 27 33 21 20 23	.93 .49 .56 .74 .21 .62 .41 .36 .34 .83 .66 .10 .74 .34 .35 .35
30040 30061 30062 30063 30064 30081 30082 30083 30084 30085 30090 30210 30240 30361 30362 30363	- Civil Engineering Technician - Drafter/CAD Operator I - Drafter/CAD Operator II - Drafter/CAD Operator IV - Drafter/CAD Operator IV - Engineering Technician I - Engineering Technician II - Engineering Technician IV - Engineering Technician IV - Engineering Technician V - Engineering Technician V - Engineering Technician V - Engineering Technician VI - Environmental Technician - Laboratory Technician - Mathematical Technician - Paralegal/Legal Assistant I - Paralegal/Legal Assistant II	21 17 19 20 24 14 16 18 22 27 33 21 20 23	.93 .49 .56 .74 .21 .62 .41 .36 .34 .83 .66 .10 .74 .34 .06 .53
30040 30061 30062 30063 30064 30081 30082 30083 30084 30085 30086 30090 30210 30240 30361 30362 30363 30364	- Civil Engineering Technician - Drafter/CAD Operator I - Drafter/CAD Operator II - Drafter/CAD Operator IV - Drafter/CAD Operator IV - Engineering Technician I - Engineering Technician II - Engineering Technician III - Engineering Technician IV - Engineering Technician IV - Engineering Technician V - Engineering Technician V - Engineering Technician VI - Environmental Technician - Laboratory Technician - Mathematical Technician - Paralegal/Legal Assistant II - Paralegal/Legal Assistant III	21 17 19 20 24 14 16 18 22 27 33 21 20 23 19 21 26	.93 .49 .56 .74 .21 .62 .41 .36 .34 .83 .66 .10 .74 .34 .35 .35
30040 30061 30062 30063 30064 30081 30082 30083 30084 30085 30086 30090 30210 30240 30361 30362 30363 30364 30390	- Civil Engineering Technician - Drafter/CAD Operator I - Drafter/CAD Operator II - Drafter/CAD Operator III - Drafter/CAD Operator IV - Engineering Technician I - Engineering Technician II - Engineering Technician III - Engineering Technician IV - Engineering Technician V - Engineering Technician V - Engineering Technician V - Engineering Technician VI - Environmental Technician - Laboratory Technician - Mathematical Technician - Paralegal/Legal Assistant II - Paralegal/Legal Assistant III - Paralegal/Legal Assistant IV	21 17 19 20 24 14 16 18 22 27 33 21 20 23 19 21 26	.93 .49 .56 .74 .21 .62 .41 .36 .34 .83 .66 .74 .34 .05 .34 .05 .34 .05 .34 .05 .05 .05 .05 .05 .05 .05 .05 .05 .05
30040 30061 30062 30063 30064 30081 30082 30083 30084 30085 30086 30090 30210 30240 30361 30362 30363 30364 30390 30461	- Civil Engineering Technician - Drafter/CAD Operator I - Drafter/CAD Operator II - Drafter/CAD Operator III - Drafter/CAD Operator IV - Engineering Technician I - Engineering Technician II - Engineering Technician III - Engineering Technician IV - Engineering Technician IV - Engineering Technician V - Engineering Technician V - Engineering Technician VI - Environmental Technician - Laboratory Technician - Mathematical Technician - Paralegal/Legal Assistant II - Paralegal/Legal Assistant III - Paralegal/Legal Assistant IV - Photo-Optics Technician	21 17 19 20 24 14 16 18 22 27 33 21 20 23 19 21 26 30 21	.93 .49 .56 .74 .21 .62 .41 .36 .34 .83 .66 .74 .34 .06 .53 .53 .06 .07 .00 .00 .00 .00 .00 .00 .00 .00 .00
30040 30061 30062 30063 30064 30081 30082 30083 30084 30085 30086 30090 30210 30240 30361 30362 30363 30364 30390 30461 30462	- Civil Engineering Technician - Drafter/CAD Operator I - Drafter/CAD Operator II - Drafter/CAD Operator IV - Drafter/CAD Operator IV - Engineering Technician I - Engineering Technician II - Engineering Technician IV - Engineering Technician IV - Engineering Technician V - Engineering Technician V - Engineering Technician V - Engineering Technician V - Engineering Technician - Laboratory Technician - Mathematical Technician - Paralegal/Legal Assistant II - Paralegal/Legal Assistant III - Paralegal/Legal Assistant IV - Photo-Optics Technician - Technical Writer I	21 17 19 20 24 14 16 18 22 27 33 21 20 23 19 21 26 30 21 22 27	.93 .49 .56 .74 .21 .62 .41 .36 .34 .83 .66 .74 .34 .06 .53 .53 .53 .53 .53 .53 .53 .53 .53 .53
30040 30061 30062 30063 30064 30081 30082 30083 30084 30085 30086 30090 30210 30240 30361 30362 30363 30364 30390 30461 30462 30463	- Civil Engineering Technician - Drafter/CAD Operator I - Drafter/CAD Operator II - Drafter/CAD Operator IV - Drafter/CAD Operator IV - Engineering Technician I - Engineering Technician II - Engineering Technician IV - Engineering Technician IV - Engineering Technician V - Engineering Technician V - Engineering Technician V - Engineering Technician VI - Environmental Technician - Laboratory Technician - Mathematical Technician - Paralegal/Legal Assistant II - Paralegal/Legal Assistant III - Paralegal/Legal Assistant IV - Photo-Optics Technician - Technical Writer I - Technical Writer II	21 17 19 20 24 14 16 18 22 27 33 21 20 23 19 21 26 30 21 22 27 32 22 27	.93 .49 .56 .74 .21 .62 .34 .83 .66 .10 .74 .34 .06 .53 .35 .35 .35 .35 .35 .35 .35 .37 .37 .37 .37 .37 .37 .37 .37 .37 .37
30040 30061 30062 30063 30084 30082 30083 30084 30085 30086 30090 30210 30240 30361 30362 30363 30364 30390 30461 30462 30463 30491	- Civil Engineering Technician - Drafter/CAD Operator I - Drafter/CAD Operator II - Drafter/CAD Operator III - Drafter/CAD Operator IV - Engineering Technician I - Engineering Technician II - Engineering Technician III - Engineering Technician IV - Engineering Technician V - Engineering Technician V - Engineering Technician VI - Environmental Technician - Laboratory Technician - Mathematical Technician - Paralegal/Legal Assistant II - Paralegal/Legal Assistant III - Paralegal/Legal Assistant IV - Photo-Optics Technician - Technical Writer II - Technical Writer III	21 17 19 20 24 14 16 18 22 27 33 21 20 23 19 21 26 30 21 22 27 32 22 27	.93 .49 .56 .74 .21 .62 .41 .36 .34 .83 .66 .10 .74 .34 .06 .53 .35 .35 .35 .35 .35 .37 .37 .37 .37 .37 .37 .37 .37 .37 .37
30040 30061 30062 30063 30081 30082 30083 30084 30085 30086 30090 30210 30240 30361 30362 30363 30364 30390 30461 30462 30463 30491 30492	- Civil Engineering Technician - Drafter/CAD Operator I - Drafter/CAD Operator II - Drafter/CAD Operator III - Drafter/CAD Operator IV - Engineering Technician I - Engineering Technician III - Engineering Technician III - Engineering Technician IV - Engineering Technician V - Engineering Technician V - Engineering Technician VI - Environmental Technician - Laboratory Technician - Mathematical Technician - Paralegal/Legal Assistant II - Paralegal/Legal Assistant III - Paralegal/Legal Assistant IV - Photo-Optics Technician - Technical Writer I - Technical Writer II - Technical Writer III - Unexploded Ordnance (UXO) Technician I	21 17 19 20 24 14 16 18 22 27 33 21 20 23 19 21 26 30 21 22 27 32 22 27	.93 .49 .56 .74 .21 .62 .34 .83 .66 .10 .74 .34 .06 .53 .35 .35 .35 .35 .35 .35 .35 .37 .37 .37 .37 .37 .37 .37 .37 .37 .37
30040 30061 30062 30063 30064 30081 30082 30083 30086 30090 30210 30240 30361 30362 30363 30364 30390 30461 30462 30463 30491 30492 30493	- Civil Engineering Technician - Drafter/CAD Operator I - Drafter/CAD Operator II - Drafter/CAD Operator III - Drafter/CAD Operator IV - Engineering Technician I - Engineering Technician II - Engineering Technician III - Engineering Technician IV - Engineering Technician V - Engineering Technician V - Engineering Technician VI - Environmental Technician - Laboratory Technician - Mathematical Technician - Paralegal/Legal Assistant I - Paralegal/Legal Assistant III - Paralegal/Legal Assistant IV - Photo-Optics Technician - Technical Writer I - Technical Writer II - Technical Writer III - Unexploded Ordnance (UXO) Technician II	21 17 19 20 24 14 16 18 22 27 33 21 20 23 19 21 26 30 21 22 27 32 27 32	.93 .49 .56 .74 .21 .62 .34 .83 .66 .10 .74 .34 .53 .35 .35 .35 .35 .35 .35 .35 .35 .35
30040 30061 30062 30063 30064 30081 30082 30083 30084 30085 30090 30210 30240 30361 30362 30363 30364 30390 30461 30462 30463 30491 30492 30493 30494	- Civil Engineering Technician - Drafter/CAD Operator I - Drafter/CAD Operator II - Drafter/CAD Operator III - Drafter/CAD Operator IV - Engineering Technician I - Engineering Technician II - Engineering Technician IV - Engineering Technician IV - Engineering Technician V - Engineering Technician V - Engineering Technician V - Engineering Technician V - Engineering Technician - Laboratory Technician - Laboratory Technician - Mathematical Technician - Paralegal/Legal Assistant I - Paralegal/Legal Assistant II - Paralegal/Legal Assistant IV - Photo-Optics Technician - Technical Writer I - Technical Writer II - Technical Writer III - Unexploded Ordnance (UXO) Technician II - Unexploded Ordnance (UXO) Technician III - Unexploded Ordnance (UXO) Technician III	21 17 19 20 24 14 16 18 22 27 33 21 20 23 19 21 26 30 21 22 27 32 27 32 22 27	93 .49 .56 .74 .21 .62 .41 .36 .34 .83 .66 .10 .74 .53 .80 .53 .80 .53 .80 .71 .72 .74 .74 .75 .75 .75 .75 .75 .75 .75 .75
30040 30061 30062 30063 30064 30081 30082 30083 30084 30085 30086 30090 30210 30240 30361 30362 30363 30364 30390 30461 30462 30463 30491 30492 30493 30494 30495	- Civil Engineering Technician - Drafter/CAD Operator I - Drafter/CAD Operator II - Drafter/CAD Operator III - Drafter/CAD Operator IV - Engineering Technician I - Engineering Technician II - Engineering Technician IV - Engineering Technician IV - Engineering Technician V - Engineering Technician V - Engineering Technician V - Engineering Technician V - Environmental Technician - Laboratory Technician - Mathematical Technician - Paralegal/Legal Assistant II - Paralegal/Legal Assistant III - Paralegal/Legal Assistant IV - Photo-Optics Technician - Technical Writer I - Technical Writer II - Technical Writer III - Unexploded Ordnance (UXO) Technician II - Unexploded Ordnance (UXO) Technician III - Unexploded Ordnance (UXO) Technician III - Unexploded Ordnance (UXO) Technician III - Unexploded Ordnance (UXO) Technician IIII	21 17 19 20 24 14 16 18 22 27 33 21 20 23 19 21 26 30 21 22 27 32 22 27	93 • 49 • 56 • 74 • 62 • 41 • 62 • 41 • 83 • 66 • 10 • 74 • • 10 • • 93 • • 17 • • 10 • • 17 • 17
30040 30061 30062 30063 30064 30081 30082 30083 30084 30085 30086 30090 30210 30240 30361 30362 30363 30364 30390 30461 30462 30493 30491 30493 30494 30495 30620	- Civil Engineering Technician - Drafter/CAD Operator I - Drafter/CAD Operator II - Drafter/CAD Operator III - Drafter/CAD Operator IV - Engineering Technician I - Engineering Technician II - Engineering Technician III - Engineering Technician IV - Engineering Technician V - Engineering Technician V - Engineering Technician V - Engineering Technician V - Environmental Technician - Laboratory Technician - Mathematical Technician - Paralegal/Legal Assistant II - Paralegal/Legal Assistant III - Paralegal/Legal Assistant IV - Photo-Optics Technician - Technical Writer I - Technical Writer II - Technical Writer III - Unexploded Ordnance (UXO) Technician II - Unexploded Ordnance (UXO) Technician III - Unexploded (UXO) Safety Escort - Unexploded (UXO) Sweep Personnel	21 17 19 20 24 14 16 18 22 27 33 21 20 23 19 21 26 30 21 22 27 32 22 27 32 22 27	93 • 49 • 56 • 74 • 21 • 62 • 41 • 83 • 66 • 10 • 74 • 83 • 93 • 17 • 10 • 17 • 10 • 17 •
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31310	-	- Taxi Driver			8.21
31361	-	- Truck-driver, Light			8.97
31362	-	- Truck-driver, Medium		4	11.61
31363	_	- Truck-driver, Heavy			12.48
31364	_	- Truck-driver, Tractor-Trailer			12.48
99000 -	M	Miscellaneous Occupations			
99030	-	- Cashier			7.46
99050	-	- Desk Clerk			9.70
99095	-	- Embalmer			22.74
99251	-	- Laboratory Animal Caretaker I	•		16.24
99252	-	- Laboratory Animal Caretaker II			17.04
99310	-	- Mortician			22.74
		- Pest Controller			13.28
		- Photofinishing Worker			11.95
		- Recycling Laborer			10.76
		- Recycling Specialist			16.27
99730	-	- Refuse Collector			10.24
		- Sales Clerk			8.95
		- School Crossing Guard			15.03
		- Survey Party Chief .			20.30
		- Surveying Aide			11.54
		- Surveying Technician			15.00
		- Vending Machine Attendant			20.19
		- Vending Machine Repairer			23.57
99842	-	- Vending Machine Repairer Helper			20.19
			¥1		

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.27 per hour or \$170.80 per week or \$740.13 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; and 4 weeks after 3 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than \$27.63 (or on a salary or fee basis at a rate not less than \$455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds \$27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

- (2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;
- (3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or
- (4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).
- 2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour decision to the contractor.
- 6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

AFFIDAVIT re NON-COLLUSION

CITY OF)				
ISLAND OF GUAM) ss.)				
deposes and says th	at:	[state name	e of affiant sign.	ing below], bei	ng first duly sworn,
1. The	name of the off	ering company	or individual	is [state n	ame of company]
by an agreement or correct or of any other offeror offeror, or to secure advantage against that this affidavit and in made pursuant to 2 0 3. I make the	refrain from making a collusion, or communion, or to fix any overhee any advantage agable government of Guathe proposal are true GAR Division 4 § 3126 his statement on behresentatives, agents,	cation or conferenced, profit or costinst the government or any personate to the best of t	ence, with any per t element of said nent of Guam or interested in the the knowledge of a representative	son to fix the proposal price, or any other offer proposed contrathe undersigned	oposal price of offeror or of that of any other or, or to secure any act. All statements in d. This statement is
		Signature of o	ne of the following Offeror, if the offer Partner, if the offer Officer, if the offer	or is an individual; or is a partnership	o;
Subscribed and swor	rn to before me				
this day of	, 201		; ; , , ,		
NOTARY PUBLIC My commission expir	res,				

AG Procurement Form 003 (Jul. 12, 2010)

AFFIDAVIT DISCLOSING OWNERSHIP and COMMISSION

CITY	OF)			
) ss.			
ISLA	ND OF GUAM)	8. ⁹		
٨	I the undersigned being fi	rat duly awarn, danger and acu	that I am an authorized represe	antative of
A.	the offeror and that [please		that I am an authorized represe	entative of
			e g v	
[]	The offeror is an individual	or sole proprietor and owns the	e entire (100%) interest in the of	fering business
			* **	
	[] The offeror is a corp	ooration, partnership, joint vent		
	companyl and the	persons companies partners	please state na or joint venturers who have held	
	of the shares of interest in		365 days immediately precedir	
	(Note: Must submit name, address before bid opening) Starting from		I 10%+ company shareholders in most	recent 12 mos.
	<u>Name</u>	Address .	% of Interest	
B.	other compensation for pro		ntitled to receive a commission, business related to the bid or plase so state]:	
	Name	Address	Compensation	
		ž.		
aı	n award is made or a contrac		een the time this affidavit is mad personally to update the disclost.	
		Signature of one of the		
		Partner, if the offeror is	offeror is an individual; a partnership;	
		Officer, if the o	fferor is a corporation.	
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	cribed and sworn to before m day of, 2		2 2 2 20 20 20 20 20 20 20 20 20 20 20 2	
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NOT	ARY PUBLIC	 . ' ' ' ' ' '		
	ommission expires	<u> </u>		
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AG Procurement Form 002 (Rev. Nov. 17, 2005)

AFFIDAVIT re CONTINGENT FEES

ND OF GUAM	· · · · · · · · · · · · · · · · · · ·
580	
	[state name of affiant signing below], being first sworn,
says that:	[state name of amant signing below], being first sworn, of
1.	The name of the offering company or individual is [state name of company]
	. 9
	e e
2.	As a part of the offering company's bid or proposal, to the best of my knowledge, the
offering comp	any has not retained any person or agency on a percentage, commission, or other
contingent arr 4 § 11108(f).	rangement to secure this contract. This statement is made pursuant to 2 GAR Divisi
4 8 11100(1).	
3.	As a part of the offering company's bid or proposal, to the best of my knowledge, the
offering comp	any has not retained a person to solicit or secure a contract with the government of
offering comp Guam upon a contingent fee	any has not retained a person to solicit or secure a contract with the government of an agreement or understanding for a commission, percentage, brokerage, or e, except for retention of bona fide employees or bona fide established commercial
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offering comp Guam upon a contingent fee selling agenci Division 4 § 1	any has not retained a person to solicit or secure a contract with the government of an agreement or understanding for a commission, percentage, brokerage, or except for retention of bona fide employees or bona fide established commercial less for the purpose of securing business. This statement is made pursuant to 2 GAR 1108(f). I make these statements on behalf of myself as a representative of the offeror, and offeror's officers, representatives, agents, subcontractors, and employees. Signature of one of the following: Offeror, if the offeror is an individual;
offering comp Guam upon a contingent fee selling agenci Division 4 § 1	sany has not retained a person to solicit or secure a contract with the government of an agreement or understanding for a commission, percentage, brokerage, or except for retention of bona fide employees or bona fide established commercial less for the purpose of securing business. This statement is made pursuant to 2 GAR 1108(f). I make these statements on behalf of myself as a representative of the offeror, and offeror's officers, representatives, agents, subcontractors, and employees. Signature of one of the following: Offeror, if the offeror is an individual; Partner, if the offeror is a partnership;
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AG Procurement Form 007 (Jul. 15, 2010)

GOVERNMENT OF GUAM

GENERAL SERVICES AGENCY 148 Route 1, Marine Corp. Drive Piti, Guam 96915

> BID BOND NO.

KNOW ALL MEN BY THESE PRESENTS that, as Prince					
hereinafter called the Principal, and (Bonding Company),					
Dollars (\$					
WHEREAS, the Principal has submitte	d a bid for (identify project by num	nber and brief description)			
NOW, THEREFORE, if the Territory of into a Contract with the Territory of Guar as may be specified in bidding or Contract of such Contract and for the prompt payrevent of the failure of the Principal to ent to the Territory of Guam the difference not and such larger amount for which the Territory of by said bid or an appropriobligation shall be null and void, otherwise	m in accordance with the terms of at Documents with good and sufficient of labor and material furnished ter such Contract and give such boot to exceed the penalty hereof between the p	such bid, and give such bond or bonds ent surety for the faithful performance ed in the prosecution thereof, or in the end or bonds, if the Principal shall pay ween the amounts specified in said bid contract with another party to perform			
Signed and sealed this	day of	2016			
	(PRINC	IPAL) (SEAL)			
(WITNESS)					
(TITLE)					
(MAJOR OFFICER OF SURETY)	(MAJOR OFFI	CER OF SURETY)			
(TITLE)	(T	ITLE)			

DOA 113/Rev: 4-1-87

(RESIDENT GENERAL AGENT)

INSTRUCTION TO PROVIDERS:

NOTICE to all Insurance and Bonding Institutions:

The Bond requires the signatures of the Vendor, two (2) major Officers of the Surety and Resident General Agent, if the Surety is a foreign or alien surety.

When the form is submitted to General Services Agency, it should be accompanied with copies of The following:

- 1. Current Certificate of Authority to do business on Guam issued by the Department of Revenue and Taxation.
- 2. Power of Attorney issued by the Surety to the Resident General Agent.
- 3. Power of Attorney issued by two (2) major officers of the Surety to whoever is signing on their behalf.

Bonds, submitted as Bid Guarantee, without signatures and supporting documents are invalid and Bids will be rejected.

GOVERNMENT OF GUAM GENERAL TERMS AND CONDITIONS

SEALED BID SOLICITATION AND AWARD

Only those Boxes checked below are applicable to this bid.

- [X] 1. AUTHORITY: This solicitation is issued subject to all the provisions of the Guam Procurement Act (5GCA, Chapter 5) and the Guam Procurement Regulations (copies of both are available at the Office of the Complier of laws, Department of Law, copies available for inspection at General Services Agency). It requires all parties involved in the Preparation, negotiation, performance, or administration of contracts to act in good faith.
- [X] 2. **GENERAL INTENTION**: Unless otherwise specified, it is the declared and acknowledged intention and meaning of these General Terms and conditions for the bidder to provide the Government of Guam (Government) with specified services or with materials, supplies or equipment completely assembled and ready for use.
- [X] 3. TAXES: Bidders are cautioned that they are subject to Guam Income Taxes as well as all other taxes on Guam Transactions. Specific information on taxes may be obtained from the Director of Revenue and Taxation.
- [X] 4. **LICENSING**: Bidders are cautioned that the Government will not consider for award any offer submitted by a bidder who has not complied with the Guam Licensing Law. Specific information on licenses may be obtained from the Director of Revenue and Taxation.
- [X] 5. **LOCAL PROCUREMENT PREFERENCE**: All procurement of supplies and services where possible, will be made from among businesses licensed to do business on Guam in accordance with section 5008 of the Guam Procurement Act (5GCA, Chapter 5) and Section 1-104 of the Guam Procurement Regulations.
- [X] 6. **COMPLIANCE WITH SPECIFICATIONS AND OTHER SOLICITATION REQUIREMENTS**: Bidders shall comply with all specifications and other requirements of the Solicitation.
- [] 7. "ALL OR NONE" BIDS: NOTE: By checking this item, the Government is requesting all of the bid items to be bided or none at all. The Government will not award on an itemized basis.
- [X] 8. **INDEPENDENT PRICE DETERMINATION**: The bidder, upon signing the Invitation for Bid, certifies that the prices in his bid were derived at without collusion, and acknowledge that collusion and anti-competitive practices are prohibited by law. Violations will be subject to the provision of Section 5651 of that of the Guam Procurement Act. Other existing civil, criminal or administrative remedies are not impaired and may be in addition to the remedies in Section 5651 of the Government code.
- [X] 9. **BIDDER'S PRICE**: The Government will consider not more than two (2) (Basic and Alternate) item prices and the bidder shall explain fully each price if supplies, materials, equipment, and/or specified services offered comply with specifications and the products origin. Where basic or alternate bid meets the minimum required specification, cost and other factors will be considered. Failure to explain this requirement will result in rejection of the bid.
- [X] 10. BID ENVELOPE: Envelope shall be sealed and marked with the bidder's name, Bid number, time, date and place of Bid Opening.
- [X] 11. BID GUARANTEE REQUIREMENT: Bidder is required to submit a Bid Guarantee Bond or standby irrevocable Letter of Credit or Certified Check or Cashier's Check in the same bid envelope to be held by the Government pending award. The Bid Guarantee Bond, Letter of Credit, Certified Check or Cashier's Check must be issued by any local surety or banking institution licensed to do business on Guam and made payable to the Treasure of Guam in the amount of fifteen percent (15%) of his highest total bid offer. The Bid Bond must be submitted on Government Standard Form BB-1 (copy enclosed). Personal Checks will not be accepted as Bid Guarantee. If a successful Bidder (contractor) withdraws from the bid or fails to enter into contract within the prescribed time, such Bid guarantee will be forfeited to the Government of Guam. Bids will be disqualified if not accompanied by Bid Bond, Letter of Credit, Certified Check or Cashier's check. Bidder must include in his/her bid, valid copies of a Power of Attorney from the Surety and a Certificate of Authority from the Government of Guam to show proof that the surety company named on the bond instrument is authorized by the Government of Guam and qualified to do business on Guam. For detailed information on bonding matters, contact the Department of Revenue and Taxation. Failure to submit a valid Power of Attorney and Certificate of Authority on the surety is cause for rejection of bid. Pursuant to 5 GCA § 5212, all competitive sealed bidding for the procurement of supplies or services exceeding \$25,000.00 a 15% Bid Security of the total bid price must accompany the bid package. The bid bond, Letter of Credit, Certified Check or Cashier's Check will serve as Bid Security for this procurement.
- [X] 12. **PERFORMANCE GUARANTEE**: Bidders who are awarded a contract under this solicitation, guarantee that goods will be delivered or required services performed within the time specified. Failure to perform the contract in a satisfactory manner may be cause for suspension or debarment from doing business with the Government of Guam. In addition, the Government will hold the Vendor liable and will enforce the requirements as set forth in Section 40 of these General Terms and Conditions.
- [X] 13. **SURETY BONDS**: Bid and Bid Bonds coverage must be signed or countersigned in Guam by a foreign or alien surety's resident general agent. The surety must be an Insurance Company, authorized by the government of Guam and qualified to do business in Guam. Bids will be disqualified if the Surety Company does not have a valid Certificate of Authority from the Government of Guam to conduct business in Guam.
- [X] 14. **COMPETENCY OF BIDDERS**: Bids will be considered only from bidders who, in the opinion of the Government, can show evidence of their ability, experience, equipment, and facilities to render satisfactory service.
- [X] 15. **DETERMINATION OF RESPONSIBILITY OF BIDDERS**: The Chief Procurement Officer reserves the right for securing from bidders information to determine whether or not they are responsible and to inspect plant site, place of business; and supplies and services as necessary to determine their responsibility in accordance with Section 15 of these General Terms and Conditions.

 (2 GAR, Div. 4 § 3116)

G.S.A. Form 112 Revised 8/12

[X] 16. STANDARD FOR DETERMINATION OF LOWEST RESPONSIBLE BIDDER:

In determining the lowest responsible offer, the Chief Procurement Officer shall be guided by the following:

- a) Price of items offered
- b) The ability, capacity, and skill of the Bidder to perform.
- c) Whether the Bidder can perform promptly or within the specified time.
- d) The quality of performance of the Bidder with regards to awards previously made to him.
- e) The previous and existing compliance by the Bidder with laws and regulations relative to procurement.
- f) The sufficiency of the financial resources and ability of the Bidder to perform.
- g) The ability of the bidder to provide future maintenance and services for the subject of the award.
- h) The compliance with all of the conditions to the Solicitation.
- [X] 17. **TIE BIDS**: If the bids are for the same unit price or total amount in the whole or in part, the Chief Procurement Officer will determine award based on 2 GAR, Div. 4, § 3109(o) (2) or to reject all such bids.
- [X] 18. **BRAND NAMES**: Any reference in the Solicitation to manufacturer's Brand Names and number is due to lack of a satisfactory specification of commodity description. Such preference is intended to be descriptive, but not restrictive and for the sole purpose of indicating prospective bidders a description of the article or services that will be satisfactory. Bids on comparable items will be considered provided the bidder clearly states in his bid the exact articles he is offering and how it differs from the original specification.
- [X] 19. **DESCRIPTIVE LITERATURE**: Descriptive literature(s) as specified in this solicitation must be furnished as a part of the bid and must be received at the date and time set for opening Bids. The literature furnished must clearly identify the item(s) in the Bid. The descriptive literature is required to establish, for the purpose of evaluation and award, details of the product(s) the bidder proposes to furnish including design, materials, components, performance characteristics, methods of manufacture, construction, assembly or other characteristics which are considered appropriate. Rejection of the Bid will be required if the descriptive literature(s) do not show that the product(s) offered conform(s) to the specifications and other requirements of this solicitation. Failure to furnish the descriptive literature(s) by the time specified in the Solicitation will require rejection of the bid.
- [] 20. SAMPLES: Sample(s) of item(s) as specified in this solicitation must be furnished as a part of the bid and must be received at the date and time set for opening Bids. The sample(s) should represent exactly what the bidder proposes to furnish and will be used to determine if the item(s) offered complies with the specifications. Rejection of the Bid will be required if the sample(s) do not show that the product(s) offered conform(s) to the specifications and other requirements of this solicitation. Failure to furnish the sample(s) by the time specified in the Solicitation will require rejection of the Bid.
- [] 21. **LABORATORY TEST**: Successful bidder is required to accompany delivery of his goods with a Laboratory Test Report indicating that the product he is furnishing the Government meets with the specifications. This report is on the bidder's account and must be from a certified Testing Association.
- [X] 22. AWARD, CANCELLATION, & REJECTION: Award shall be made to the lowest responsible and responsive bidder, whose bid is determined to be the most advantageous to the Government, taking into consideration the evaluation factors set forth in this solicitation. No other factors or criteria shall be used in the evaluation. The right is reserved as the interest of the Government may require to waive any minor irregularity in bid received. The Chief Procurement Officer shall have the authority to award, cancel, or reject bids, in whole or in part for any one or more items if he determines it is in the public interest. Award issued to the lowest responsible bidder within the specified time for acceptance as indicated in the solicitation, results in a bidding contract without further action by either party. In case of an error in the extension of prices, unit price will govern. It is the policy of the Government to award contracts to qualified local bidders. The Government reserves the right to increase or decrease the quantity of the items for award and make additional awards for the same type items and the vendor agrees to such modifications and additional awards based on the bid prices for a period of thirty (30) days after original award. No. award shall be made under this solicitation which shall require advance payment or irrevocable letter of credit from the government (2 GAR, Div.4 §1103).
- [] 23. MARKING: Each outside container shall be marked with the Purchase Order number, item number, brief item description and quantity. Letter marking shall not be less than 3/4" in height.
- [X] 24. **SCHEDULE FOR DELIVERY**: Successful bidder shall notify the General Services Agency, Telephone Nos. 475-1707 or 475-1713, at least twenty-four (24) hours before delivery of any item under this solicitation.
- [] 25. **BILL OF SALE**: Successful supplier shall render Bills of Sale for each item delivered under this contract. Failure to comply with this requirement will result in rejection of delivery. The Bill of Sale must accompany the items delivered but will not be considered as an invoice for payment. Supplier shall bill the Government in accordance with billing instructions as indicated on the Purchase Order.
- [] 26. MANUFACTURER'S CERTIFICATE: Successful bidder is required, upon delivery of any item under this contract, to furnish a certificate from the manufacturer indication that the goods meet the specifications. Failure to comply with this request will result in rejection of delivery payment. Supplier shall bill the Government in accordance with billing instructions as indicated on the Purchase Order.
- [X] 27. **INSPECTION**: All supplies, materials, equipment, or services delivered under this contract shall be subject to the inspection and/or test conducted by the Government at destination. If in any case the supplies, materials, equipment, or services are found to be defective in material, workmanship, performance, or otherwise do not conform with the specifications, the Government shall have the right to reject the items or require that they be corrected. The number of days required for correction will be determined by the Government.
- [] 28. MOTOR VEHICLE SAFETY REQUIREMENTS: The Government will only consider Bids on motor vehicles which comply with the requirements of the National Traffic and Motor Vehicle safety Act of 1966 (Public Law 89-563) and Clean Air Act as amended (Public Law 88-206), that are applicable to Guam. Bidders shall state if the equipment offered comply with these aforementioned Federal Laws.

[] 29. **SAFETY INSPECTION**: All motor vehicles delivered under this contract must pass the Government of Guam Vehicle Inspection before delivery at destination.

[] 30. GUARANTEE:

a) Guarantee of Vehicle Type of Equipment:

The successful bidder shall guarantee vehicular type of equipment offered against defective parts, workmanship, and performance, for a period of not less than one (1) year after date of receipt of equipment. Bidder shall also provide service to the equipment for at least one (1) year. Service to be provided shall include, but will not be limited to tune ups (change of spark plugs, contact points and condensers) and lubrication (change of engine and transmission oil). All parts and labor shall be at the expense of the bidder. All parts found defective and not caused by misuse, negligence or accident within the guarantee period shall be repaired, replaced, or adjusted within six (6) working days after notice from the Government and without cost to the Government. Vehicular type of equipment as used in this context shall include equipment used for transportation as differentiated from tractors, backhoes, etc.

b) Guarantee of Other Type of Equipment:

The successful bidder shall guarantee all other types of equipment offered, except those mentioned in 30a, above, against defective parts, workmanship, and performance for a period of not less than three (3) months after date of receipt of equipment. Bidder shall also provide service to the equipment for at least three (3) months. All parts found defective within that period shall be repaired or replaced by the Contractor without cost to the Government. Repairs, adjustments or replacements of defective parts shall be completed by the contractor within six (6) working days after notice from the Government.

- (c) Compliance with this Section is a condition of this Bid.
- [X] 31. REPRESENTATION REGARDING ETHICS IN PUBLIC PROCUREMENT: The bidder or contractor represents that it has not knowingly influenced and promises that it will not knowingly influence a Government employee to breach any of the ethical standards and represents that it has not violated, is not violating, and promises that it will not violate the prohibition against gratuities and kickbacks set forth on Chapter 11 (Ethics in Public Contracting) of the Guam Procurement Act and in Chapter 11 of the Guam Procurement Regulations.
- [X] 32. **REPRESENTATION REGARDING CONTINGENT FEES**: The contractor represents that it has not retained a person to solicit or secure a Government contract upon an agreement or understanding for a commission, percentage, brokerage, or contingent fee, except for retention of bona fide employees or bona fide established commercial selling agencies for the purpose of securing business (GPR Section 11-207).
- [X] 33. **EQUAL EMPLOYMENT OPPORTUNITY**: Contractors shall not discriminate against any employee or applicant of employment because of race, color, religion, sex, or national origin. The contractor will take affirmative action to ensure that employees are treated equally during employment without regards to their race, color, religion, sex, or national origin.
- [X] 34. **COMPLIANCE WITH LAWS**: Bidders awarded a contract under this Solicitation shall comply with the applicable standard, provisions, and stipulations of all pertinent Federal and/or local laws, rules, and regulations relative to the performance of this contract and the furnishing of goods.
- [] 35. **CHANGE ORDER**: Any order issued relative to awards made under this solicitation will be subject to and in accordance with the provisions of Section 6-101-03.1 of the Guam Procurement Regulations.
- [X] 36. STOP WORK ORDER: Any stop work order issued relative to awards made under this solicitation will be subject to and in accordance with the provisions of Section 6-101-04.1 of the Guam Procurement Regulations.
- [X] 37. **CANCELLATION OF INVITATION FOR BIDS OR REQUEST FOR PROPOSALS**: Any Invitation for Bid may be cancelled, or any or all bids or proposals may be rejected in whole or in part as may be specified in the solicitation, when it is in the best interests of the Territory in accordance with regulations promulgated by the Policy Office. The reasons therefor shall be made part of the contract file.
- [X] 38. **TIME FOR COMPLETION**: It is hereby understood and mutually agreed by and between the contractor and the Government that the time for delivery to final destination or the timely performance of certain services is an essential condition of this contract. If the contractor refuses or fails to perform any of the provisions of this contract within the time specified in the Purchase Order (from the date Purchase Order is acknowledged by vendor), then the contractor is in default. Defaults will be treated subject to and in accordance with the provisions of 2 GAR, Div. 4 § 6101(8)
- [X] 39. **JUSTIFICATION OF DELAY**: Bidders who are awarded contracts under this Solicitation, guarantee that the goods will be delivered to their destination or required services rendered within the time specified. If the bidder is not able to meet the specified delivery date, he is required to notify the Chief Procurement Officer of such delay. Notification shall be in writing and shall be receive by the Chief Procurement Officer at least twenty-four (24) hours before the specified delivery date. Notification of delay shall include an explanation of the causes and reasons for the delay including statement(s) from supplier or shipping company causing the delay. The Government reserves the right to reject delay justification if, in the opinion of the Chief Procurement Officer, such justification is not adequate.

- [X] 40. **SERVICE-DISABLED VETERAN OWNED BUSINESS PREFERENCE**: Bidding is subject to the policy in favor of Service-Disabled Veteran Owned Business as defined in 5 GCA sections 5011 and 5012.
- [X] 41. LIQUIDATED DAMAGES: When the contractor is given notice of delay or nonperformance as specified in Paragraph 1 (Default) of the Termination for Default Clause of this contract and fails to cure in the time specified, the contractor shall be liable for damages for delay in the amount of one-fourth of one percent (1%) of outstanding order per calendar day from date set for cure until either the territory reasonable obtains similar supplies or services if the contractor is terminated for default, or until the contractor provides the supplies or services if the contractor is not terminated for default. To the extent that the contractor's delay or nonperformance is excused under Paragraph 40 (Excuse for Nonperformance or Delayed Performance) of the Termination for Default Clause of this contract, liquidated damages shall not be due the territory. The contractor remains liable for damages caused other than by delay. 2 GAR, Div. 4 §6101(4)(C)(9)(a).
- [X] 42. PHYSICAL LIABILITY: If it becomes necessary for the Vendor, either as principal, agent or employee, to enter upon the premises or property of the Government of Guam in order to construct, erect, inspect, make delivery or remove property hereunder, the Vendor hereby covenants and agrees to take, use, provide and make all proper, necessary and sufficient precautions, safeguards and protections against the occurrence of any accidents, injuries or damages to any person or property during the progress of the work herein covered, and to be responsible for, and to indemnify and save harmless the Government of Guam from the payment of all sums of money by reason of all or any such accidents, injuries or damages that may occur upon or about such work, and fines, penalties and loss incurred for or by reasons of the violations of any territorial ordinance, regulations, or the laws of Guam or the United States, while the work is in progress. Contractor will carry insurance to indemnify the Government of Guam against any claim for loss, damage or injury to property or persons arising out of the performance of the Contractor or his employees and agents of the services covered by the contract and the use, misuse or failure of any equipment used by the contractor or his employees or agents, and shall provide certificates of such insurance to the Government of Guam when required.
- [] 43. Contract will be cancelled if funds not appropriated or insufficient, and that government will timely inform contractor. 2 GAR, Div.4 §3121(e) (1) (C) and 2 GAR, Div.4 § 3121(e)(1)(D).
- [] 44. If cancelled, contractor will be reimbursed unamortized reasonably incurred non-recurring costs. 2 GAR, Div.4 § 3121(e) (1) (G).
- [X] 45. **CONTACT FOR CONTRACT ADMINISTRATION**: If your firm receives a contract as a result of this Solicitation, please designate a person whom we may contact for prompt administration.

Name:		Title:	
Address:	9	Telephone:	
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GOVERNMENT OF GUAM

SEALED BID SOLICITAITON INSTRUCTIONS

1. **BID FORMS**: Each bidder shall be provided with two (2) sets of Solicitation forms. Additional copies may be provided upon request. Bidders requesting additional copies of said forms will be charged per page in accordance with 5 GCA § 10203 of the Government Code of Guam. All payments for this purpose shall be by cash, certified check or money order and shall be made payable to the General Services Agency (EO 86-24).

2. PREPARATIONS OF BIDS:

- a) Bidders are required to examine the drawings, specifications, schedule, and all instructions. Failure to do so will be at bidder's risk.
- b) Each bidder shall furnish the information required by the Solicitation. The bidder shall sign the solicitation and print or type his name on the Schedule. Erasures or other changes must be initialed by the person signing the bid. Bids signed by an agent are to be accompanied by evidence of this authority unless such evidence has been previously furnished to the issuing office.
- c) Unit price for each unit offered shall be shown and such price shall include packing unless otherwise specified. A total shall be entered in the amount column of the Schedule for each item offered. In case of discrepancies between a unit price and extended price, the unit price will be presumed to be correct.
- d) Bids for supplies or services other than those specified will not be considered. Time, if stated as a number of days, means calendar days and will include Saturdays, Sundays, and holidays beginning the day after the issuance of a Notice to Proceed. Time stated ending on a Saturday, Sunday or Government of Guam legal holiday will end at the close of the next business day.
- 3. **EXPLANATION TO BIDDERS**: Any explanation desired by a bidder regarding the meaning or interpretation of the Solicitation, drawings, specifications, etc., must be submitted in writing and with sufficient time allowed for a written reply to reach all bidders before the submission of their bids. Oral explanations or instructions given before the award of the contract will not be binding. Any information given to a prospective bidder concerning a Solicitation will be furnished to all prospective bidders in writing as an amendment to the Solicitation if such information would be prejudicial to informed bidders.
- 4. **ACKNOWLEDGEMENT OF AMENDMENTS TO SOLICITATIONS**: Receipt of an amendment to a Solicitation by a bidder must be acknowledged by signing an acknowledgement of receipt of the amendment. Such acknowledgement must be received prior to the hour and date specified for receipt of bids.

5. SUBMISSION OF BIDS:

- a) Bids and modifications thereof shall be enclosed in sealed envelopes and addressed to the office specified in the Solicitation. The bidder shall show the hour and date specified in the Solicitation for receipt, the Solicitation number, and the name and address of the bidder on the face of the envelope.
- b) Telegraphic bids will not be considered unless authorized by the Solicitation. However, bids may be modified or withdrawn by written or telegraphic notice, provided such notice is received prior to the hour and date specified for receipt (see paragraph 6 of these instructions).
- c) Samples of items, when required, must be submitted within the time specified, unless otherwise specified by the Government, at no expense to the Government. If not destroyed by testing, samples will be returned at bidder's request and expense, unless otherwise specified by the Solicitation.
- d) Samples or descriptive literature should not be submitted unless it is required on this solicitation. Regardless of any Attempt by a bidder to condition the bid, unsolicited samples or descriptive literature will not be examined or tested at the bidder's risk, and will not be deemed to vary any of the provisions of this Solicitation.
- 6. **FAILURE TO SUBMIT BID:** If no bid is to be submitted, do not return the solicitation unless otherwise specified. A letter or postcard shall be sent to the issuing office advising whether future Solicitations for the type of supplies or services covered by this Solicitation are desired.

7. LATE BID, LATE WITHDRAWALS, AND LATE MODIFICATIONS:

- a) Definition: Any bid received after the time and date set for receipt of bids is late. Any withdrawal or modification of a bid received after the time and date set for opening of bids at the place designated for opening is late (Guam Procurement Regulations 2 GAR, Div.4 §3109(k)).
- b) Treatment: No late bid, late modification, or late withdrawal will be considered unless received before contract award, and the bid, modification, or withdrawal would have been timely but for the action or inaction of territorial personnel directly serving the procurement activity.

8. **DISCOUNTS**:

- a) Notwithstanding the fact that prompt payment discounts may be offered, such offer will not be considered in evaluating bids for award unless otherwise specified in the Solicitation. However, offered discounts will be taken if payment is made within the discount period, even though not considered in the evaluation of bids.
- b) In connection with any discount offered, time will be computed from date of delivery and acceptance of the supplies to the destination as indicated in the purchase order or contract. Payment is deemed to be made for the purpose of earning the discount on the date of mailing of the Government check.
- 9. **GOVERNMENT FURNISHED PROPERTY:** No material, labor or facilities will be furnished by the Government unless otherwise provided for in the Solicitation.
- 10. <u>SELLER INVOICES</u>: Invoices shall be prepared and submitted in quadruplicate (one copy shall be marked "original") unless otherwise specified. Invoices shall be "certified true and correct" and shall contain the following information: Contract and order number (if any), item numbers, description of supplies or services, sizes, quantities, unit prices, and extended total. Bill of lading number and weight of shipment will be shown for shipments made on Government bills of lading.
- 11. RECEIPT, OPENING AND RECORDING OF BIDS: Bids and modifications shall be publicly opened in the presence of one or more witnesses, at the time, date, and place designated in the Invitation for Bids. The name of each bidder, the bid price, and such other information as is deemed appropriate by the Procurement Officer, shall be read aloud and recorded, or otherwise made available. The names and addresses of required witnesses shall be recorded at the opening. The opened bids shall be available for public inspection except to the extent the bidder designates trade secrets or other proprietary data to be confidential as set forth in accordance with Section 12, below. Material so designated shall accompany the bid and shall be readily separable from the bid in order to facilitate public inspection of the non-confidential portion of the bid. Prices, makes and models or catalogue numbers of the items offered, deliveries, and terms of payment shall be publicly available at the time of bid opening regardless of any designation to the contrary (Guam Procurement Regulations 2 GAR, Div.4 §3109(k)).
- 12. **CONFIDENTIAL DATA**: If a bidder considers any information submitted in its bid to be confidential, the bidder must identify in writing to the Government those portions which it considers confidential, and must request in writing that those portions be kept confidential. Only trade secrets and proprietary data will be considered confidential. If there is a request for confidentiality, the Government will render a decision on the request as soon as practicable after bids are opened. The Government will advise any bidder requesting confidentiality, of the Government's decision in writing. If the Government does not agree with a bidder's request, then the Government will inform the bidder that it may lodge a protest regarding any part of the Government's decision by following the procedure for protests outlined in Chapter 9 of the Guam Procurement Regulations.
- 13. **PROHIBITION AGAINST GRATUITIES AND KICKBACKS:** With respect to this procurement and any other contract that bidder may have or wish to enter into with the Government, the bidder represents that he/she has not violated, is not violating, and promise that he will not violate the prohibition against gratuities and kickbacks set forth in the Guam Procurement Regulations.
- 14. **STATEMENT OF QUALIFICATIONS:** The ability capacity and skill of the Bidders to perform; Whether the bidder can perform promptly or within the specified time; The quality of performance of the Bidder with regards to awards previously made to him; The sufficiency of the financial resources and ability of the bidders to perform; And the compliance with all of the conditions to the solicitation.

15. WAGE AND BENEFIT COMPLIANCE-CONTRACTORS PROVIDING SERVICES

- (a) Contractor with regard to all persons its employs whose purpose in whole or in part is the direct delivery of services contracted for with the Government of Guam in this procurement, shall pay such employees in accordance with the Wage Determination for Guam and the Northern Marianas Islands issued and promulgated by the U.S. Department of Labor for such labor as is employed in the direct deliverance of deliverables to the government of Guam. 5 GCA § 5801 Contractor shall be responsible for flowing down this obligation to its subcontractors.
- (b) The Wage Determination most recently issued by the U.S. Department of Labor at the time this Agreement was awarded to Contractor shall be used to determine wages and benefits which shall be paid to employees pursuant to this clause. 5 GCA § 5801
- (c) Should any contract contain a renewal clause, then at the time of renewal adjustments there shall be stipulations contained in that contract for applying the Wage Determination, so that the Wage Determination promulgated by the U.S Department of Labor on a date most recent to the renewal date shall apply. 5 GCA § 5801
- (d) In addition to the Wage Determination detailed above, health and similar benefits for employees having a minimum value as detailed in the Wage Determination issued and promulgated by the U.S. Department of Labor shall apply. Contractor shall pay a minimum of ten (10) paid holidays per annum per employee. 5 GCA § 5802

Any violation of Contractor or its subcontractors obligations of this section shall be investigated by the Guam Department of Labor and may include a monetary penalty assessment by the Guam Department of Labor of no less than One Hundred Dollars (\$100.00) per day, and no more than One Thousand Dollars (\$1,000.00) per day, until such time as a violation has been corrected, as well as the payment of all back wages and benefits due. 5 GCA § 5803

(f) In addition to any and all other breach of contract actions the Government of Guam may have under this procurement, in the event there is a violation in the process set forth in subsection (e) above, Contractor may be placed on probationary status by the Chief Procurement Officer of the General Service Agency, or its successor, for a period of one (1) year.

During the probationary status, a Contractor shall not be awarded any contract by any instrumentality of the Government of Guam. A Contractor who has been placed on probationary status, or has been assessed a monetary penalty pursuant to 5 G.C.A. Article 13 Title 5 may appeal such penalty or probationary status to the Superior Court of Guam. 5 GCA § 5804

- (g) Contractor along with all proposed offerors and submitter under this procurement were required to submit a Declaration of Compliance with Wage Determination laws as part of this procurement with a copy of the most recent Wage Determination for Guam and the Northern Marianas Islands issued and promulgated by the U.S. Department of Labor. 5 GCA §5805
- (h) The applicable USDOL Wage Determination Rate Revision (as defined by subsections (b) and (c)) is to this Agreement. Contractor agrees to provide upon written request by the Government of Guam written certification of its compliance with its obligations as part of each invoice, along with the names of any employees, their positions, and detailed wage and benefits paid in keeping with this section. Additionally upon request by Government of Guam the Contractor shall submit source documents as to those individuals provide direct services in part or whole under this Agreement and its payments to them of such wages and benefits.

16. Ethical Standards:

With respect to this procurement and any other contract that the Contractor may have, or wish to enter into, with any government of Guam agency, the Contractor represents that it has not knowingly influenced, and promises that it will not knowingly influence, any government employee to breach any of the ethical standards set forth in the Guam Procurement Law and in any of the Guam Procurement Regulations.

17. Prohibition against Contingent Fees:

The Contractor represents that he has not retained any person or agency upon an agreement or understanding for a percentage, commission, brokerage, or other contingent arrangement, except for retention of bona fide employees or bona fide established commercial selling agencies, to solicit or secure this Agreement or any other contract with the government of Guam or its agencies.

18. Contractor's Warranty as to Employees and Sex Offenses. Reference 5 GCA 5253 (b)

Contractor warrants that no person providing services on behalf of the Contractor has been convicted of a sex offense under the provisions of Chapter 25 of Title 9 of GCA or an offense as defined in Article 2 of Chapter 28, Title 9 GCA, or an offense in another jurisdiction with, at a minimum, the same elements as such offenses, or who is listed on the Sex Offender Registry.

Contractor warrants that if any person providing services on behalf of Contractor is convicted of a sex offense under the provisions of Chapter 25 of Title 9 GCA, or an offense as defined in Article 2 of Chapter 28, Title 9 GCA, or an offense in another jurisdiction with, at a minimum, the same elements as such offenses, or who is listed on the Sex Offender Registry, that such person will be immediately removed from working at said agency and that the administrator of said agency be informed of such within twenty-four (24) hours of such conviction. Any contactor found in violation of this section, after notice from the Government of Guam, after notice from the contracting authority of such violation, shall within twenty-four (24) hours, take corrective action and shall report such action to the contracting authority. Failure to take corrective action with the stipulated period may result in the temporary suspension of the contract at the discretion of the Government of Guam.

19. Policy in Favor of Service-Disabled Veteran Owned Businesses

P.L. 31-115 (September 20, 2011) 5 GCA § 5011 and § 5012 In the procurement of any supply or service, (except for professional services), if such supply or service is offered by a Service-Disabled Veteran Owned Business "SDVOB", as defined in 5 GCA § 5012, that is at least fifty one percent (51%) owned by service-disabled veteran(s), and if the supply or service is available within the period that is required for the procurement, and the price for the supply or service does not exceed one hundred five percent (105%) of the lowest bidder price, a preference shall be given to that SDVOB by the Government of Guam, and the supply or service shall be purchased from said SDVOB. This shall be in addition to any other procurement benefit the SDVOB may qualify for under Guam law. A business concern is a qualified SDVOB if: (a) the business concern is licensed to do business on Guam; (b) the business concern maintains its headquarters on Guam; (c) the business concern is at least fifty-one (51%) owned by a service-disabled veteran(s) who served in the active U.S. military service, was discharged or released under honorable conditions and whose disability is service-connected as demonstrated by a DD214, and certified by an award letter from the U.S. Department of Veterans Affairs; the DD214 and Disability award letter from U.S. Department of Veterans Affairs are submitted to the Government of Guam procuring agency for every service offered; and the service disabled veteran(s) owner(s) of the business concern has filed individual tax returns on Guam for a period of at least three (3) consecutive years.

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These specifications has been developed and approved by the staff of Office of Homeland Security/Office of Civil Defense: And prepared by Pilar c. Carbullido, Program Coordinator III and approved by BG Johnny Lizama, Homeland Security Advisor.



GUAM HOMELAND SECURITY/OFFICE OF CIVIL DEFENSE

Inasiguran I Tano' Guahan/Ufisinan Difensia Sibet

221-B Chalan Palasyo, Agana Heights, Guam 96910

Tel: (671) 475-9600 / Fax: (671) 477-3727

Website: www.guamhs.org



CERTIFICATE OF COMPLIANCE

I certify, by subi	mission of this offer, that neither, (name of supplier, independent contractor, or offering party)				
nor any of its principals, or sub-contractors that a part of this offer is presently debarred,					
suspended, proposed for disbarment, declared ineligible, or voluntarily excluded from participation					
in Federal Assistance programs or activities, and neither, (name of supplier, independent contractor, or offering party)					
nor any of its principals or sub-contractors, is listed on the General Services Administration's list of Parties Excluded from Federal Programs (available through the internet at http://epls.gov).					
Where the party is unable to certify to any of the statements in this certification, such party shall attach an explanation to this offer,					
Where a party fails to submit and complete this certification, such party's offer shall be determined to be an incomplete submission.					
Business/Supplier/Independent Contractor/Individual					
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Printed Name:					
Title:					
Date:	·				